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Publications

The Community Kit



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Foreword

The Canadian Panel on Violence Against Women

The Canadian Panel on Violence Against Women was established in August 1991 to create a national action plan for implementation by the federal government and Canadian institutions to end violence against women in this country. The National Action Plan lays the foundation for a changed society. **The Community Kit** will help communities to complement the work of governments and national organizations.

Much of the material in **The Community Kit** reflects the testimonies of the more than 4,000 women and men who came forward from all parts of the country to consult with Panel members. In particular, the questions posed in Part Two of the workbook reflect the wisdom of those who spoke directly about their experience with violence and the changes that must be made before it will end.

Building on Proven Approaches

To develop a community-based approach to ending violence against women, the Panel did not need to re-invent the wheel. Hundreds of communities across Canada have already created, tested and used various safety audits, Neighbourhood Watch programs and policing protocols, and some have already established networks to address violence against women. **The Community Kit** compiles many of these approaches.

The Community Kit also adapts information from a number of sources. Two important resources were *Take Back Toronto! A Guide to Preventing Violence Against Women in Your Community*, published by Toronto's Safe City Committee, and *Breaking the Pattern: How Alberta Communities Can Help*, published by the Alberta Family and Social Services Office for the Prevention of Family Violence.

Focusing on Specific Community Needs

As we prepared **The Community Kit**, it became clear that there was a gap in existing material. Most Canadian women live in urban environments. Several cities have adopted Safe City or Healthy City audit-style programs to address urban concerns. But women living in small towns, rural areas or geographically isolated environments have not had the benefit of such a comprehensive approach to improving their safety. The Panel made a concerted effort to include material in **The Community Kit** that would be especially useful in rural and isolated areas.

The Need for Co-ordinated Community Action

The Panel heard many recommendations as it travelled across the country, but one in particular stood out. Community members must work together to address the problem of violence against women. For example, the police must work with the shelters and the hospital staff. Everyone needs to keep each other informed of their services and ensure that policies and procedures genuinely address the needs of victims and survivors of violence. By co-operating and co-ordinating our responses to the problem of violence against women, communities will be in a better position to develop strategies to end the violence.

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Pilot Communities

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Introduction

To Stop the Violence, We Have to Start in the Community

Everyday in this country women are assaulted, beaten, screamed at, raped, threatened with weapons, kicked, punched, pushed, maligned, humiliated, shunned, physically disfigured, tortured and murdered. Moreover, the violence is often directed at them by those whom they have been encouraged to trust, those whom they are taught to respect, those whom they love. Violence against women cuts across all social, cultural, economic, political and religious spectrums. While there is no question that violence may be conditioned by these factors, the fact remains that all women are at risk.

We know that Canadians are aware that violence against women exists and that many women live with the consequences of violence on a daily basis. But we also know that many Canadians do not have a real perception of the tragic nature of women's lives, of the enduring repercussions of violence and of the ways in which the experience and the fear of violence condition the daily existence of women.

Violence against women has high costs. The human costs are severe. Yet, we also know that there are monetary costs attached to this issue. Both human and financial costs demonstrate the importance of addressing this issue in an urgent and systematic way.

To begin to understand violence against women, we need to see it as the outcome of social, economic and political inequality built into the structure of society and reinforced through assumptions and notions expressed in sexist, racist and classist language and ideology.

It is with this understanding of violence that the members of the Canadian Panel on Violence Against Women decided to create the National Action Plan to end violence against women. The plan is for implementation by all governments, institutions and Canadians. These actions are geared to support women's safety and promote equality. They will help women who are victims and survivors of violence by making sure they have the support they need to build safe lives for themselves and their families.

While Canadians have to take action on a national scale, much of the important work must take place at the local level, in your town, on your reserve, in your village, city, suburb, downtown neighbourhood or rural community. Violence is a painful fact of life for women in every Canadian community. To stop violence in the home, on the street, in parks, in public places, on campuses, in office buildings — everywhere that a woman can be attacked — will require the involvement of people who know the community and who are willing to take the steps needed. It will take efforts by people like you.

Zero Tolerance

Equality and the elimination of violence are the rights of all women. It is the responsibility of every individual, community, government and institution in Canada to work toward securing these rights. These goals will only be achieved through the adoption and rigorous application of a policy of **zero tolerance**.

Adoption of a policy of **zero tolerance** means a firm commitment to the principle that no amount of violence is acceptable, and the elimination of violence against women must be an absolute priority. Those with responsibility for public safety have an obligation to take the most comprehensive and effective action possible to prevent violence from happening and to limit the harm from violence when it has occurred.

Steps to be Taken in Implementing Zero Tolerance

To apply a policy of zero tolerance, a group, organization or institution would have to take six major steps:

1. Commitment

Formally adopt zero tolerance and state in writing that women's safety is a priority and that no amount of violence is acceptable. Take immediate steps to demonstrate your commitment.

2. Appoint a Zero Tolerance Committee

Appoint a zero tolerance committee to oversee implementation with membership that includes a majority of women drawn from all areas and all levels of organization and representing the mix of population of all stakeholders including client groups and unions.

3. Review

Assess the current state of policies, practices, procedures and programs as measured against the zero tolerance criteria and create an action plan to address deficits and problems.

4. Action

Further to initial steps, develop an action plan to detect, deter and prevent violence against women and to ensure women's safety in all aspects of your operations and products. Benchmarks and timetables should be built in, and all stakeholders should be directly involved in development and implementation of the plan.

5. Resources

Make sure that the zero tolerance committee has adequate human and financial resources to be effective and allocate funds for implementation of action plans.

6. Evaluate

Ensure ongoing monitoring and evaluation of your achievements with the active participation of all stakeholders.

The framework for zero tolerance, its criteria and a list of recommended actions proposed by the Panel in key sectors of Canadian society are included in Appendix B.

Using The Community Kit

This kit will help you find out about the kinds of violence women experience in your community and how many women are victims and survivors. Once you know the extent of the problem, the kit will help you improve the services available to women who are victims and survivors of violence. The kit will also help you make your community safer for women and for all who feel vulnerable to violence.

The Community Kit Will Help You to...

FIND OUT ABOUT YOUR COMMUNITY.

- Learn the extent of violence against women.
- Get to know about the services available to women who are victims and survivors of violence.
- Assess how well the available services meet women's needs.
- Determine what other services are needed.

EMPOWER WOMEN WHO ARE VICTIMS AND SURVIVORS OF VIOLENCE IN YOUR COMMUNITY.

- Let other people in your community know about the problem.
- Get people working to improve the services available to women.
- Mobilize to add new services where they are needed.

MAKE YOUR COMMUNITY SAFER.

- Find out what places are dangerous for women and get people to make changes so women can feel safe and be safe.
- Raise awareness among the people who plan our environment so that they will consider women's safety when they plan public and private places.

By establishing a community action group, **The Community Kit** will help you accomplish these tasks. A community action group may be a new group that you organize or an existing group that adjusts its mandate and activities to accomplish the goals of **The Community Kit**. Your community action group should include people from key organizations who represent the diversity of women in your community. Group members should be committed to ending violence against women in your community. They should also be willing to contribute their time and expertise to make your community safer for women.

Organization of The Community Kit

The Community Kit is organized in two parts. Part One will help you to:

- organize a community action group;
- get information on violence against women in your community;
- develop a profile of the services available to women who are victims and survivors of violence; and
- take a critical look at your community to find out how safe it is for women.

These steps will prepare you for Part Two, in which you decide what your community needs to do to end violence against women. Part Two includes a workbook that enables you to review systematically seven key areas of concern to women.

By using **The Community Kit**, you will be able to focus your energies on improving services, adding resources and getting people to make the changes that will make women safer.

Part One — Creating a Community Profile

Part One guides you as you create a profile of your community. You will learn what services and facilities are available to women, and how safe the community's public and private spaces are.

Getting Started describes how you can organize a community action group, who should be part of the group and how the group can accomplish its tasks.

Find Out About Your Community guides you as you get statistics on violence against women in your community and helps you find out about the services available to women.

Women's Safety Audit Guide gives you everything you need to assess the safety of indoor and outdoor spaces in your community. You can use the safety audit guide to take a critical look at places as diverse as parks, office buildings, transit stations and college campuses.

Part Two — Community Plan of Action

Part Two helps you use the information you have gathered and work with service agencies and community leaders to build your community plan of action. You will be able to identify what improvements are needed and the ones that can be made in your community. Part Two consists of a facilitator's guide, a seven-part workbook and sample worksheets that will help you focus on these key areas of concern.

- 1 **Shelters and Healing Centres and Second-Stage Housing** discusses the need for safe housing for women who leave abusive relationships. You can consider alternatives to shelters, such as private homes used as safe houses, and you can assess the adequacy and accessibility of the shelters in your community.
- 2 **Community and Social Support Services** describes how many different social support agencies can work together to make communities safer for women. Women need services, agency staff need training and communities need effective leadership to make change happen.
- 3 **Health and Wellness Services** looks at the need for policies to assist clinics and hospitals in dealing systematically with the concerns of women who are victims and survivors of violence. Staff need training, and agencies and communities have to support each other's efforts.
- 4 **Education and Prevention** elaborates on education as an important key to preventing violence against women. Schools, colleges and universities must help communities develop an awareness and understanding of the problem. Professionals and the public must also be more aware so they can be part of the solution.
- 5 **Police and Legal Services** deals with the need for enforcement of police charging policies in cases of domestic violence. Communities need to develop partnerships between the police and service agencies, and the legal system must recognize the needs of victims and witnesses.
- 6 **Making Workplaces and the Environment Safe** looks at how programs that support women and women's involvement in policy making, management and union activities can help end oppression in the workplace. The buildings we work in, and other areas of our environment, have to be made safe for women.
- 7 **Media, Arts and Culture** examines the involvement of local media in ending the prevalence of stereotypical and damaging images of women. You can take action against material that links sexist images to racist images and violence.

No one can make important changes in a community alone. You will need an effective team and a good workplan to improve your community and make women safe.

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GETTING STARTED

Putting Together a Community Action Group

To organize a community action group you will need to encourage people to become involved in ending violence against women in your community. You will be contacting people in organizations to explain the group's objectives, to outline the work involved and to organize a first meeting of the group. You may find it is helpful to advertise the fact that a community action group is being put together, so interested people you may not have thought to contact can let you know they want to be involved.

Violence against women is a complex problem. It is political and it is personal. Members of your group will have experienced abuse or will know someone who has.

Organizing the Community Action Group

You will probably need some help to organize the community action group. You may be able to recruit a couple of people who are interested in the issue of violence against women and who know your community and its agencies. Alternatively, you could contact one or two key organizations to see if someone there would be willing to volunteer their time and energy to help organize the group. As a bonus, the organization might be able to help you out with a space to work, a place to hold the group's first meeting or with resources such as a telephone or postage.

If you are a member of an inter-agency group or some other community group that is interested in working to end violence against women, you may find that you need to expand the group in order to meet the goals of a community action group. You will also have to review the group's mandate and way of operating to see whether any adjustments are needed in order to do the work recommended in **The Community Kit**.

Membership

Although interest in the issue of violence against women contributes to a person's effectiveness as a member of the community action group, you will also have to consider individuals' knowledge of your community and involvement in work on behalf of women who are victims and survivors of violence. This background experience will help the group get an accurate picture of the services available to women and the need for change.

We recommend that you invite and encourage key agency representatives and professionals to be members of the community action group. Make sure they have the experience, information and power to help you meet your goals.

How big should the community action group be? There is no magic number. Depending on the size of your community and the number and quality of services available, the group could include from five to 25 members. If your group is big and the task is large, you may want to divide into subcommittees to deal with specific issues. This will also help distribute the workload among members. Occasionally, you may need to ask someone with special expertise and experience, such as a building inspector, a teacher or a lawyer, to join the group to help with a particular issue or problem.

Who Should Be Part of the Community Action Group?

The ideal make-up for your community action group will include representatives of the types of agencies and professional groups listed below.

Women's Support Services

- Information or crisis line counsellors
- Women's shelter and transition house workers
- Sexual assault centre staff
- Representatives from women's organizations

Social Services

- Home care service providers
- Child welfare workers
- Service providers for seniors

Health Services

- Counsellors
- Mental health service providers
- Health care providers
- Hospital representatives
- Self-help group staff

Community Leadership

- Mayor or band chief
- Elders
- Local politicians

The Legal System

- Police
- Lawyers, especially those who work with women and children
- Parole and probation officers
- Legal clinic workers
- Court workers

Education and Spiritual Leadership

- Teachers
- Student groups
- Clergy
- Community healers

Community Members

- Survivors of violence
- Representatives of immigrant and visible minority groups
- Representatives of women with disabilities

Put together a list of people in your community who you believe should be a part of the group. Even if the group that you assemble does not include enough of the people on your list at first, you might find that people and organizations become interested and involved as you progress with building your plan of action.

Advertising the Group

You can let people know about the community action group in small but important ways. Talk about **The Community Kit** and the group with your neighbours, friends and the people you work with. You can spread the word by preparing information sheets to post at local day-care centres, places of worship, community centres, schools and workplaces.

It is important to advertise the project to attract people who are interested and willing to make a contribution. Places and ways to advertise include the following:

Word of mouth

Tell friends and neighbours, and ask them to tell others. Phone or write to representatives from key community organizations and service agencies.

Put up posters

Information about the group and the time and location of its first meeting can be posted at the local library, community centre, school, grocery store and other public places.¹

Free newspaper advertisements

Free announcements can be included in the community section of your local newspapers. Community papers are always interested in local activities. Give them plenty of advance notice and they may send a reporter to cover the community action group's first meeting.

Free radio and cable TV coverage

Many radio and television stations will broadcast free public service announcements if you prepare a notice and send it to the station two to three weeks before the community action group's meeting.

Contact local women's groups

They may be able to let other organizations know about your plans.

Planning the First Meeting

You may arrange to hold the first meeting of the community action group in a public school, community college, recreational centre, place of worship, library or apartment building meeting room. These places often provide low-cost or free space and other resources. The special needs and the size of your group will help determine where you choose to meet. Try to make sure that your location is easy to get to and accessible to persons with disabilities. If your community is spread out and it is difficult to get together, the group can divide up and share information at a later date.

You may want to photocopy sections of **The Community Kit** to distribute to group members.

If you will be asking someone else to facilitate the group's first meeting, be sure to find out if she or he needs audio-visual materials, such as a flip chart and markers or a video cassette player.

Get to Know the Members of the Group

It is quite an event when you bring the community action group together for the first time. You will find that some members of your group have worked together in the past, and others have heard of each other or each other's organization, but some may have never met.

It will be helpful if all the members introduce themselves and explain a little about their work and their experiences and why they have joined the group. Individuals can express their personal goals and what they hope to see as the group's objectives.

¹ For safety reasons, you may not want to post a home phone number. A social services centre or your local councillor's office might be willing to take messages for the group.

Violence against women is a complex problem. It is political and it is personal. It is inevitable that some members of your group will have experienced abuse or will know someone who has. The facilitator should be prepared to help members of the group deal with personal disclosures of abuse. The group's ability to deal sensitively with the issue among themselves will indicate the approach that members are likely to bring to their future work.

Help the Group Learn About the Violence

Group members need to be familiar with how and why violence against women happens. With a basic understanding of the problem, they will be realistic in their approaches. It may be helpful to get some general information about violence against women from women's centres and other organizations. Educating the group might include the following approaches.

- Watch a video or film at a meeting. One suggested title is the video *Without Fear* produced by the Panel.
- Invite a social worker, counsellor, therapist, police officer or a representative of a women's shelter to talk to the group.
- If you know a woman who is willing to talk about her experience as a survivor of an abusive relationship or violent incident, invite her to address the group.

Provide time at meetings for group members to talk about the feelings they experience as they learn more about violence against women. This will help the group anticipate what reactions they might get from other people in the community.

Build Community Support

You have to let people know what you are doing to get support for your work and the community plan of action. Informing the public leads to increased public awareness and promotes understanding.

Raising issues about violence against women can generate a wide variety of feelings in the community, including anger. When you talk about violence against women, you may encounter community resistance, with attitudes such as: "It doesn't happen in our community," "Women ask for it" or "It's none of our business what happens within a family."

Be aware that resistance can also take the form of a backlash if individuals try to focus community concern on the issue of violence in general rather than on the reality of violence against women. It is possible that members of the group may be harassed. The group may want to look at this possibility and consider ways they can support each other and deal with any possible conflict in the community.

Keep the Community Informed

Be sure to let service agencies know the work that you are doing may lead to an increase in demand for their services. Even if they fully support your goals, they need to be prepared for changes that may occur in the community.

You can help to create public support for your work by letting key people in the community know what you are doing. As your group becomes better informed, and if group members have the time, offer to give presentations to church groups, service clubs or other groups. Sponsor information sessions about violence against women, using films, speakers or panel presentations followed by question-and-answer sessions.

Other ideas can also take some extra time and effort. If you have the time and energy, you may want to take some special steps to keep the community informed about the issue and the group's work.

- Approach the local newspaper about commissioning a regular column on the subject of violence against women.
- Provide your local paper, radio station or community television channel with information about what the group is doing and discovering.

How Much Does It Cost to Use THE COMMUNITY KIT?

The cost of using **The Community Kit** is minimal. You can arrange a meeting place at no cost. You can photocopy some of the resource materials in the kit. And you may have some expenses for mail, telephone calls or transportation. But all you really need is a committed group of people ready to discuss the issues and come up with strategies to make your community safer for women.

If the community action group sets short and long-term goals that require more resources than you are able to borrow or have contributed, you may need to consider fund-raising activities. If your goals are ambitious and involve a lot of money, you will also want to look at the possibility of incorporating the group. But the focus of **The Community Kit** is on getting information and getting other people to take action. That should not take a lot of money. It will, however, take time, energy and commitment.

Notes

Find Out About Your Community

The community action group needs the facts about violence against women in your community in order to know what is needed, to provide a basis for the plan of action and to help set priorities. You also need to create an inventory of existing services and resources. Find out what is available, what works, what doesn't work and what needs to be improved. You will not be able to get all the information and do everything, however. It is better to develop a focused plan and accomplish a few important things than to spread your energy and efforts too widely and risk seeing them wasted.

It will likely be difficult to estimate the true extent of the problem in your community. Not every agency recognizes or keeps track of violence, and it is well known that abusers and people who have been abused try to keep the violence a secret.

Gather Statistics on Violence Against Women

Before the group can consider the need for more shelters, sensitivity training for hospital and clinic workers or a victim/witness assistance program in the courts, you will need to know what is happening in your community. What are the statistics on violence against women? Is the number of charges increasing each year? What about assaults outside the home? Are more women reporting sexual assaults? What areas of the community seem to be most dangerous for women?

It will likely be difficult to estimate the true extent of the problem in your community. Not every agency recognizes or keeps track of violence, and it is well known that abusers and people who have been abused try to keep the violence a secret.

You can get statistical and other information from many sources in your community. The group may want to divide up the work of contacting agencies such as the rape crisis centre, school guidance counsellors, the friendship centre, the police and women's centres. Be sure to reach organizations that serve women who may be isolated because of cultural or linguistic barriers, and women with disabilities.

The organizations listed in the section after bibliography may be a good starting point for deciding where you can get information about violence against women in your community. If the members of your group represent some of these organizations, your task will be much easier.

A Profile of Community Agencies

The community action group will need to know what agencies are working on behalf of women who are victims and survivors of violence. For each organization, you will need a list of the services and resources that are available.

When you contact community agencies to get statistics on violence, use the opportunity to find out what services each agency offers to women who are victims and survivors of violence. The service questionnaire can be a useful guide to asking systematically about things such as counselling services, referrals to other agencies and the availability of support groups for women.

Each member of the group may be able to telephone a number of agencies to get information on their services and resources. Alternatively, the group can mail out copies of the service questionnaire to groups such as a network of persons with disabilities, agencies such as family services, institutions such as hospitals, and organizations such as women's centres.

Remember that just because a service exists in your community doesn't mean that it is backed up with sufficient funding, trained staff and tested procedures. Be alert for the telephone that never gets answered or the crisis "team" of one overworked counsellor.

The agencies and professionals you contact will want to know who you are and how you plan to use the information. Be prepared to give a brief summary of the group's purpose and work plan. You may find it helpful to publicize the fact that members of the group will be circulating through the community and contacting agencies to ask for information. People will be more co-operative if they know who you are and what you are doing.

Service Questionnaire

When you visit or telephone local service providers, such as women's shelters, hospitals or legal aid clinics, you can use this questionnaire as a guide to find out what services are available to women who are victims and survivors of violence in your community. By knowing what is available, you will be able to identify gaps in services.

Not every question will apply to all service providers. You may prefer to skip parts of the questionnaire, add to it or prepare a questionnaire of your own.

Part 2 of the questionnaire is an interview guide. The questions are open-ended, so you can record the details of innovative services that are available, problems that service providers believe need to be addressed and strategies they may suggest to make your community safer and more responsive to the needs of women who are victims and survivors of violence.

Part 1: General Information

1 Agency/organization name: _____

2 Address: _____

3 Telephone number: _____

4 Contact person/position: _____

5 Our services are available:

- nation-wide
- province-wide
- in this community/district only

<input type="checkbox"/> yes	<input type="checkbox"/> no
<input type="checkbox"/> yes	<input type="checkbox"/> no
<input type="checkbox"/> yes	<input type="checkbox"/> no

6 We are accessible:

- on an outreach basis to surrounding rural communities
- on a 24-hour basis
- in the following languages: _____

<input type="checkbox"/> yes	<input type="checkbox"/> no
<input type="checkbox"/> yes	<input type="checkbox"/> no

7 We do not provide services for women who are victims of violence. ☐ yes ☐ no
 We would like to offer services for women who are victims of violence but cannot because:

- we lack staff ☐ yes ☐ no
 - we lack training ☐ yes ☐ no
 - we lack funding ☐ yes ☐ no
 - other (please specify) ☐ yes ☐ no
-

8 We offer services for victims and survivors of:

- wife assault ☐ yes ☐ no
- child abuse ☐ yes ☐ no
- elder abuse ☐ yes ☐ no
- child sexual abuse ☐ yes ☐ no
- sexual assault ☐ yes ☐ no
- children who witness family violence ☐ yes ☐ no
- adult survivors of childhood abuse ☐ yes ☐ no

9 We offer specialized services for:

- immigrant and visible minority women ☐ yes ☐ no
- women with disabilities ☐ yes ☐ no
- refugees who are survivors of torture ☐ yes ☐ no
- survivors of ritual abuse ☐ yes ☐ no

Other specialized services:

10 We offer advocacy services to individual women. ☐ yes ☐ no

11 We also provide services for:

- abusers ☐ yes ☐ no
- family members of the victims and survivors ☐ yes ☐ no
- family members of abusers ☐ yes ☐ no

12 We provide the following services to individuals or families:

INITIAL INTERVENTION

- assessment ☐ yes ☐ no
- crisis intervention ☐ yes ☐ no
- identification of abuse ☐ yes ☐ no
- information (please specify) ☐ yes ☐ no

-
- investigation (please specify) ☐ yes ☐ no

-
- outreach (please specify) ☐ yes ☐ no

SERVICES AND REFERRALS

- crisis line ☐ yes ☐ no
- medical assistance ☐ yes ☐ no
- referral to other service providers ☐ yes ☐ no
- residential care for survivors of abuse ☐ yes ☐ no
- shelter for women ☐ yes ☐ no
- transition housing ☐ yes ☐ no
- therapy ☐ yes ☐ no

SERVICES FOR CHILDREN

- child counselling ☐ yes ☐ no
- child therapy ☐ yes ☐ no
- residential care for children ☐ yes ☐ no

PRACTICAL ASSISTANCE

- child care ☐ yes ☐ no
- financial assistance ☐ yes ☐ no
- legal assistance ☐ yes ☐ no
- transportation ☐ yes ☐ no

FOLLOW-UP SERVICES

- | | | |
|----------------------|------------------------------|-----------------------------|
| • life skills | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • self-help programs | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • support groups | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • support programs | <input type="checkbox"/> yes | <input type="checkbox"/> no |

PREVENTION STRATEGIES

- | | | |
|---|------------------------------|-----------------------------|
| • advocacy | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • prevention education | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • protocol development (please specify) | <input type="checkbox"/> yes | <input type="checkbox"/> no |

OTHER ACTIVITIES

- | | | |
|---|------------------------------|-----------------------------|
| • follow-up surveys | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • treatment programs for men who batter | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • other (please specify) | | |

13 We provide the following services to the public, other professionals and service providers:

SERVICES FOR PROFESSIONALS

- | | | |
|---|------------------------------|-----------------------------|
| • professional education | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • sharing of resources (please specify) | <input type="checkbox"/> yes | <input type="checkbox"/> no |

- | | | |
|----------------------|------------------------------|-----------------------------|
| • staff training | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| • volunteer training | <input type="checkbox"/> yes | <input type="checkbox"/> no |

INFORMATION

- newsletter ☐ yes ☐ no
- public education ☐ yes ☐ no
- resource centre ☐ yes ☐ no

INTER-AGENCY ACTIVITIES

- co-ordination ☐ yes ☐ no
- consultation ☐ yes ☐ no
- liaison ☐ yes ☐ no

POLICY DEVELOPMENT

- research ☐ yes ☐ no
- zero tolerance initiatives (please specify) ☐ yes ☐ no

-
-
- other (please specify) ☐ yes ☐ no
-
-

14 We keep records of all reported incidents of woman abuse and assault. ☐ yes ☐ no

15 We file reports with police on incidents of woman abuse and assault. ☐ yes ☐ no

Part 2: An Interview Guide

- 1 What is working well in your agency or organization with regard to providing services for women who have experienced violence? _____

- 2 What is not working well? Why? _____

- 3 Do organizations work well together in your community to provide a co-ordinated response to issues of violence against women? ☐ yes ☐ no ☐ could be better
- 4 What could be improved? _____

- 5 What would you like to change within your organization to improve services for women?

- 6 Is there anything we've missed — areas you would like to see further developed?

Please provide any written material you believe could help our community to create a plan of action to end violence against women.

Thank you.

Women's Safety Audit Guide

A safety audit is a systematic approach to examining our environment and making it safer. It involves touring a building or outdoor location to look at how elements, such as lighting, the use of signs and design, make the place feel safe or leave people feeling vulnerable and fearful. Many public spaces have been developed without input from women or thought for issues relating to their safety such as sightliness, isolation and lighting. Audits are usually done by teams of people in the evening hours.

The Women's Safety Audit Guide
was reproduced in 1992 by Connie
Guberman and by METRAC (Metro
Action Committee on Public Violence
Against Women and Children) in
Toronto. Special thanks to Pat
Marshall and Kate Sutherland, the
originators of the safety audit
concept and the original Women's
Safety Audit Kit.²

The *Women's Safety Audit Guide* is for women who feel unsafe and want to do something about it. But it works for everyone. Safety audits help people take action to prevent sexual harassment and assault. By making public places safer for women, the audits also make them safer for everyone, especially people who feel vulnerable to violence.

AUDITS CAN BE DONE IN DIFFERENT WAYS. FOR EXAMPLE:

- Cities across Canada invited women to participate in safety audits. On several nights they audited the areas in the city that bothered them most.
- Universities and colleges have completed safety audits of the buildings, tunnels and outdoor areas on campuses.
- Employees in office buildings have done summer and winter audits of their workplaces, indoor parking garages and bus stops.
- Neighbourhood groups have encouraged residents to do audits on their own streets and give the results to a residents' association.
- Rural communities have initiated a series of get togethers with women, where they share their concerns about local areas. They have formed committees to press for change.

A Choosing a Place to Audit

SAFETY AUDITS CAN BE USEFUL IN MANY DIFFERENT KINDS OF PLACES:

Outdoor spaces

- parks, fields, pathways
- college and university campuses
- school grounds
- bus stops
- streets and highways
- school yards
- parking lots

² Adapted by the Canadian Panel on Violence Against Women for use in The Community Kit.

Indoor spaces

- the workplace
- underground garages
- washrooms
- shopping malls
- laundry rooms
- recreation centres

... and any place that makes the hair rise on the back of your neck. Safety audits can also be used in large areas and systems, such as a transit system.

Sometimes it's not clear how big an area you want to audit — one building, a street or an entire neighbourhood. You may want to start small. For example, if your concern is the whole neighbourhood, you could take the following steps.

- Do a full audit of a typical street.
- Audit the whole neighbourhood from the point of view of one or two elements such as lighting and the use of signs.
- Audit your route to and from the bus stop, the store, the community centre or between neighbours.

At work or school, you may want to focus on the places that most concern you. These may be washrooms, parking lots, stairways and tunnels, or any isolated areas.

Ask People Where the Problem Areas Are

A short survey that you hand out in advance around the neighbourhood or in the building is a good way to find out where other women feel most unsafe or uncomfortable.

YOUR SURVEY QUESTIONS COULD INCLUDE:

- 1 How safe do you feel:
 - in your building?
 - on the street?
 - waiting at the bus stop?
- 2 Do you limit what you do in this area (or this building) because you don't feel safe?
- 3 Have you, or has someone you know, been assaulted in this area?
- 4 Have you ever felt unsafe, or at risk of being assaulted here?
- 5 Please list five specific places where you feel most unsafe.
- 6 Please comment on what would help you to feel safer.

If you are doing an audit in a small town or rural community, you can post notices for a planned meeting time and place so all individuals have a chance to be a part of the audit team or to give you their written suggestions.

If you want to audit a large area, such as a neighbourhood, a rural county or a transit system, you will need to do a lot of extra planning. For example, you will need to think about:

- the number of audit teams you will need;
- getting the necessary maps and other information;
- organizing volunteers, training team leaders; and
- collecting completed checklists and writing a summary report.

B Who Should Be Part of the Audit Team?

The places you want to audit are those where you feel unsafe, and the best time to audit is at night, so we recommend that you do the audit with other people.

The best size for an audit team is three to seven people. This size allows for different points of view, but is still small enough to have lots of discussion. If you want to cover a large space such as a neighbourhood, you will need more than one team.

You can do an informal audit of your neighbourhood, apartment building or any area that makes you nervous by involving people you know, such as friends and neighbours, the tenants' or residents' association, your church group or a women's group, or members of a local club or organization. If you are auditing your workplace, invite women you work with and your union or staff representative.

If you are auditing your university or college campus, invite student union members, the women's centre and the staff.³

The audit group should reflect the needs of women in the whole community. Even if your team is not as diverse as you would like, try to be aware of the points of view of women who:

- **have a disability**
 - wheelchair users
 - people who are deaf or hard of hearing
 - people who are visually impaired
 - people who are developmentally disabled

When METRAC audited Toronto's transit system, teams completed from three to 15 checklists for each subway station, depending on its size and design.

- **feel particularly vulnerable to violence**

- young persons
- seniors
- people living on low incomes
- lesbian women
- shift workers
- people travelling with young children
- people carrying parcels

A separate checklist was needed for any area where lighting, signs or the availability of help were of concern.

- **do not know the community or the language well**

- visitors
- recent immigrants
- people with low literacy skills
- people who are not familiar with English or French, or the prevailing local language

One checklist may have applied only to the station platform, for example, another to the tunnel and another to the area where passengers were picked up.

You may want to invite people to join you on the audit who can help you get improvements made, such as your city councillors, school trustees, police officers, fire department officials, reporters from a community newspaper or the person in charge of a place that concerns you.

³ METRAC has written the *Campus Safety Audit Guide* to look at the problems that are unique to campuses.

Joint Audits

If there are a lot of safety problems in your area or you want to do a large area, and if you have a lot of energy, you could organize a joint audit team with the police, transit representatives, the fire department or town councillors. It takes more time and effort at the beginning to get institutions like these to be full partners in the audit. It also takes more time to work out how the audit is to be done. But then, having agreed to participate, they are more likely to take the actions needed to help solve problems.

You may wish to involve representatives of the following types of organization to be partners in a joint audit:

- sexual assault crisis centres
- neighbourhood businesses, such as shops, restaurants, gas stations, 24-hour convenience stores
- residents' associations
- transit authority
- police or the RCMP
- city hall or the band council
- school board
- fire department

C Planning the Audit

Time of Day

METRAC recommends doing audits, especially those being conducted outside, after dark. It's the only way to know if there is a problem with lighting — one of the most important safety features. Night time is also when women are most isolated and feel least safe.

Many women avoid going out alone at night. They don't want the anxiety or the risk. It's unfair, and we know that many women share the goal of making our communities safe for women 24 hours a day.

Sometimes a place is more deserted and scary early in the morning, or in the middle of the afternoon when everyone else is away at work. Only you will know which part of each 24 hours is of most concern to you.

Time of Year

Seasons also affect how safe a place feels. Safety concerns are different when tree branches and bushes are bare in winter than when trees and plants are in full bloom in summer and may hide an attacker or block out light. Parking lots that seem safe in summer can be threatening when they are covered in ice or surrounded by snowbanks that block the view.

You may want to go back to the same place more than once to see what it is like at different times of the day, week or year. You can also check up on how well or poorly the place is maintained.

Using a Checklist

The safety audit checklist will help you break the whole building or area down into manageable parts. It will also help you cover most of the important safety concerns. Not all issues will be appropriate to all locations of course, and some local concerns may be missing from the checklist. In a rural or isolated community, for example, a lack of transportation or telephones may be a central concern. You can customize the checklist before you go out if you wish.

The Audit Will Take a Few Hours

Allow two or three hours for a first audit. You will need:

- 30 minutes to one hour to plan the audit by discussing the main concerns that women have expressed about the area or building, and what the team's goals are;
- up to an hour and a half to do the audit; and
- 30 minutes to one hour to discuss the findings and begin to write the recommendations.

If the same group continues to work together, you may not need as much time for future audits.

D What You Need for the Audit

- Take a flashlight along.
- If you have a camera, use it. If you're going out at night, use a high speed film — not less than 400 ASA (high speed films can also be used indoors). It is also a good idea to write down the number of each photo and where it was taken.
- Your notes will photocopy more clearly if you use a red or black pen or marker instead of a blue one.

Take notes or use your camera to document positive features as well as problem areas. It can be very powerful to be able to contrast good and bad examples of the same element — for example, a well-lit street and a poorly lit street.

If it is difficult for you to take notes, use a tape-recorder.

Make sure that each participant has safe transportation home from the audit.

E During the Audit

Before you go out to conduct the audit, sit down as a team and talk about the group's goals in doing the audit. You can also quickly review the audit checklist and talk about the route you plan to follow.

The audit should help you answer three questions about a place.

- Why don't I like this place?
- When and why do I feel uncomfortable here?
- What changes would make me feel safer?

Stop to look closely at different areas and to consider specific features of the place. Give people a chance to share their feelings as you tour the building or area. Sometimes one person will remember something, and that will bring out another story. And each of these stories helps get at why a place does or doesn't feel comfortable.

When you look at a space, think about how you use it.

- What if you were walking alone here late at night?
- What if you had to wait for someone to come and pick you up?
- Is this doorway, parking lot or field a possible entrapment site?
- Are there fewer people around at different times of the day, week or year?

It is important to talk to women you meet during the audit. Introduce yourself. Tell them that you are looking at women's safety in the area and would like to know what they think. You might ask how often they are there and why, whether they have ever had any bad experiences and what changes they'd like to see.

Tips on Taking Notes

No matter how good your memory is, you won't remember everything, so it is important to take good notes. Write down any questions you have, even if you don't have time to find the answers.

Sometimes a place is so poorly designed that there aren't any real solutions, only temporary ones. But it is still important to note that there's a problem. Identifying and naming a problem is the first step in changing the way new buildings and spaces are designed.

Take notes on everything, including your comments on the process of the audit itself. This will help improve future audits.

F—Safety Audit Checklist☐ Outdoors☐ Indoors

General area: _____

Specific location: _____

Date: _____ Day: _____ Time: _____

Audited by: _____

Reason for auditing the building or area:

1 General Impressions

Record your gut reactions: _____

How safe does the area feel? _____

2 Lighting

IMPRESSION OF LIGHTING:

- | | |
|---------------------------------------|-------------------------------------|
| <input type="checkbox"/> very poor | <input type="checkbox"/> poor |
| <input type="checkbox"/> satisfactory | <input type="checkbox"/> good |
| <input type="checkbox"/> very good | |
| <input type="checkbox"/> too dark | <input type="checkbox"/> too bright |

Is the lighting even?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

How many lights are out? _____

What proportion of lights are out? _____

- Maybe only two bulbs in your hallway are burned out, but if there are only three bulbs to start with, then a more powerful way to say this is that two thirds or two out of three of the lights are out.

If you audit a street area that includes a

bus or streetcar stop or a subway station,

be sure to look carefully at the place

where people wait and at the route they

take to the stop.

Are you able to identify a face 25 metres (75 feet) away?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Do you know whom to call if lights are out, broken, not yet turned on?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Is the outdoor lighting obscured by trees or bushes?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

How well lit are the pedestrian walkways and sidewalks?

- | | |
|---|---------------------------------|
| <input type="checkbox"/> very poorly | <input type="checkbox"/> poorly |
| <input type="checkbox"/> satisfactorily | <input type="checkbox"/> well |
| <input type="checkbox"/> very well | |

How clearly lit are directional signs or maps?

- | | |
|---|---------------------------------|
| <input type="checkbox"/> very poorly | <input type="checkbox"/> poorly |
| <input type="checkbox"/> satisfactorily | <input type="checkbox"/> well |
| <input type="checkbox"/> very well | |

3 Signs

Is there a sign identifying where you are, such as a room number or a building name?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Are there directional signs or maps nearby which can help you identify where you are?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Are there signs which show you where to get emergency assistance if needed?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Are there signs which direct you to wheelchair access?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Do exit doors identify where they exit to?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Is there information posted describing the hours the building is open?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> yes | <input type="checkbox"/> no |
|------------------------------|-----------------------------|

Overall impression of signs:

- | | |
|---------------------------------------|-------------------------------|
| <input type="checkbox"/> very poor | <input type="checkbox"/> poor |
| <input type="checkbox"/> satisfactory | <input type="checkbox"/> good |
| <input type="checkbox"/> very good | |

What signs should be added? _____

4 Sightlines

Can you clearly see what's up ahead?

☐ yes ☐ no

If not, why? _____

Indoors:

- ☐ sharp corners
☐ walls
☐ pillars

Outdoors:

- ☐ bushes
☐ fences
☐ hills

☐ other: _____

Are there places someone could be hiding?

☐ yes ☐ no

If yes, where? _____

What would make it easier to see ahead?

- ☐ transparent materials, glass walls
☐ angled corners
☐ security mirrors
☐ trimmed bushes
☐ snow cleared
☐ vehicles moved

If you are auditing a transit system, assess

- *the lighting inside the shelter or station;*
- *how far it is to the nearest telephone;*
and
- *information available to passengers*
about what to do in an emergency.

Other comments: _____

5 Isolation

At the time of your audit, does the area feel isolated?

☐ yes ☐ no

How many people are likely to be around?

In the early morning:

☐ none ☐ a few ☐ many

During the day:

☐ none ☐ a few ☐ many

In the evening:

☐ none ☐ a few ☐ many

Late at night:

☐ none ☐ a few ☐ many

Is it easy to predict when people will be around?

☐ yes ☐ no

Is there a monitor or surveillance system?

☐ yes ☐ no ☐ don't know

Other comments? _____

How far away is the nearest person who might hear a call for help? _____ ☐ don't know

How far away is the nearest emergency service such as an alarm, security personnel, crisis telephone? _____ ☐ don't know

Can you see a telephone or a sign directing you to emergency assistance?

☐ yes ☐ no

Is the area patrolled?

☐ yes ☐ no ☐ don't know

If yes, how frequently?

☐ once per afternoon/evening
☐ don't know

Other comments? _____

6 Movement Predictors

How easy is it to predict a woman's movements? (i.e. is there only one clear route to follow to get to a destination?)

☐ very easy
☐ somewhat obvious
☐ no way of knowing

Is there an alternative well-lit and frequently travelled route or path available?

☐ yes ☐ no ☐ don't know

Can you tell what is at the other end of the path, tunnel or walkway?

☐ yes ☐ no

Is there more than one exit?

☐ yes ☐ no ☐ don't know

Are there corners, alcoves or bushes where someone could hide and wait for you?

☐ yes ☐ no

Other comments? _____

7 Possible Entrapment Sites

Are there empty rooms that should be locked?

☐ yes ☐ no

Are there small, well-defined areas, such as:

☐ stairwells
☐ recessed doorways or lockers
☐ unlocked closets
☐ elevators

Are there small, confined areas where a person might be hiding, such as:

- ☐ between garbage bins
☐ unlocked equipment or utility shed
☐ alley or lane
☐ recessed doorway
☐ construction site
☐ other: _____

8 Nearby Land Uses

What is the surrounding or nearby land used for?

- ☐ residential houses and streets
☐ stores
☐ offices
☐ restaurants
☐ factories
☐ busy traffic
☐ parking lot
☐ heavily treed/wooded area
☐ river bank
☐ campus building
☐ don't know
☐ other: _____

Can you identify who owns or maintains nearby land?

- ☐ yes ☐ no

Impressions of nearby land use:

- ☐ very poor
☐ poor
☐ satisfactory
☐ good
☐ very good

9 Maintenance

Impressions of maintenance:

- ☐ very poor
☐ poor
☐ satisfactory
☐ good
☐ very good

Is there litter lying around?

- ☐ yes ☐ no

Do you know to whom maintenance concerns should be reported?

- ☐ yes ☐ no

From your experience, how long do repairs generally take? _____

10 Factors That Make the Place More Human

Does the place feel cared for?

- ☐ yes ☐ no

Does the place feel abandoned?

- ☐ yes ☐ no

Why? _____

Is there graffiti on the walls?

- ☐ yes ☐ no

Are there racist or sexist slogans or images on the walls?

- ☐ yes ☐ no

Are there other signs of vandalism?

- ☐ yes ☐ no

Would other materials, tones, textures or colours improve your sense of safety?

☐ yes

☐ no

Other comments? _____

11 Overall Design

Impressions of overall design:

☐ very poor

☐ poor

☐ satisfactory

☐ good

☐ very good

If you weren't familiar with the place, would it be easy to find your way around?

☐ yes

☐ no

Does the place make sense?

☐ yes

☐ no

Is the place too spread out?

☐ yes

☐ no

Is there a confusing number of levels?

☐ yes

☐ no

Other comments? _____

12 Improvements

What improvements would you like to see?

Do you have any specific recommendations?

G After the Audit

Whether they were part of the audit or not, you might want to get support, information, ideas and feedback from people living or working in the area. If there are people who were interested in the audit but couldn't take part, now is the time to include them. Consider holding small meetings where those who did not participate can talk about their concerns and help with the recommendations. This way, you'll know more about the problems, get ideas about what could be done and get support for the changes you want to see.

Organize Your Findings

After you've done the audit, you'll have a lot of information about problem areas and a lot of ideas about changes you'd like to see.

One way of organizing the information is to group together all the points on one element, such as lighting. Concerns about how far a woman has to go to get help, whether there are any telephones nearby and how likely it is that other people might see an assault can be brought together in a section on isolation.

Another way of organizing the information from the checklist is by type of space. For example, safety factors common to all parking lots could be grouped together.

When you've finished organizing the findings, you should check to see if any part of the area has been overlooked. If it has, consider collecting more information with a mini-audit, or by asking people in the area.

Make Recommendations

Review your notes and decide what the most important concerns are, then make recommendations on how the people responsible for the building or area can solve the problems. For example, if the audit shows that buildings are hard to identify and find, then the recommendation might be to put up signs. Signs need to be readable at night and by people who are visually impaired. This can be accomplished with lighted signs that use symbols instead of words and braille signs.

Find out who is responsible for the building or area and let them know about the results of your safety audit and the recommendations you have come up with. If you're not sure who is responsible for the place, you can ask local authorities, such as your town or city councillor or band chief. Call, write a letter or ask for a meeting. It is that individual's responsibility to help you. Ask what can be done about the problems and give your suggestions. Find out how soon changes will be made. It may help to have other women and other organizations back you up. At a minimum, the councillor or chief should be able to tell you who owns which parcels of land and how to contact them, or who is responsible for which alley, street or parking lot.

Call city hall to speak to your municipal representatives and let them know about your findings. Send your recommendations to the local police office, fire department or union. If these individuals are unable or unwilling to help, you can always go directly to the mayor or chief. Call them or write them about the audit. Tell them about the problems you've found and what needs to be done to improve things.

H Please Share Your Information

With Other Communities

Creating information networks between communities and agencies is essential to help promote change in your community and in neighbouring communities. Share your results and share information on your experiences in doing the audit.

With METRAC

METRAC is interested in getting copies of reports from all safety audits you do and any letters you send or receive. If more information is available about the places in cities that don't work for women, it is more likely that community design and policy making can be improved. Please write to:

METRAC
158 Spadina Road
Toronto, Ontario
M5R 2T8
(416) 392-3135 (Telephone)
(416) 392-2136 (Facsimile)

PART TWO: Community Plan of Action

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Facilitator's Guide

The community action group has developed a profile of your community, including statistics on violence against women and an inventory of the services and resources available to them. With this background, members of the group can look at key areas of concern to women and discuss what changes can be made to make the community safe. Part Two of **The Community Kit** includes a workbook and sample worksheets to help the group build a community action plan.

Some of the critical and emotional issues covered in the workbook may lead to energetic, heated debates. Whether the facilitator is new or an original member of the group, she or he must have the group's respect and support.

The Facilitator's Challenge

The community action group may have appointed one of its members to facilitate group meetings and keep track of the group's work. That individual may now facilitate workshops in which each section of the workbook is discussed. Alternatively, the group may wish to recruit someone new to take on this role. A new person will be able to bring a fresh perspective and new energy to the process. That energy will be indispensable if some of the critical and emotional issues covered in the workbook lead the group to energetic, heated debates. Whether the facilitator is new or an original member of the group, she or he must have the group's respect and support.

Workshop Discussions

The group will need to invite leaders of community agencies and institutions to join in the workshop discussions of each of the key areas. Even the most representative group cannot have the necessary background about all the issues that are important to women. The group might, for example, want to include people from the police department, women's shelters, housing associations or community groups to supplement the information that group members have been able to compile and the members' own expertise.

The group may want to set a series of workshops to deal with each of the seven sections of the workbook and arrange for the appropriate resource people to be present when necessary. Members of the group who have expertise in particular areas should also attend the workshops that deal with that subject.

Each section of the workbook varies in length and complexity. Some sections, such as "Community and Social Support Services," are very long and complex. Others, such as "Media, Arts and Culture," are much shorter. The group may sometimes want to cover more than one section in a workshop or discuss a section over two workshops.

Organizing the Discussion

For each section, it may be useful to begin by asking group members and resource people to describe the services and resources that are available in the community. Group members who worked on the inventory for these organizations can present their findings. Resource people can supplement this information. And any member of the group who has personal or professional knowledge of the adequacy of the resources and services may describe the problems and issues she or he has encountered. This will help prepare the group for the discussions to follow.

In preparation for each workshop, the facilitator will need to review thoroughly the questions and notes in the appropriate section of the workbook. A flip chart or blackboard listing of key words for each part of the section may be a useful aid. For example, the first page of the flip chart for the section on “Shelters, Second-Stage Housing and Healing Centres” might look like this:

Community Policies

Must he leave?

Protection and support available

Employer/military housing

Housing association/subsidized

housing

By posting a list of key words, the facilitator helps the group focus on the issues. This is also a good way to remind the group that they should not belabour one point if they wish to cover all of the questions in a section. It is also a way of sharing power with the group. Members can see where the discussion is going and help the facilitator make sure that the group keeps on track.

Organizing the Plan of Action

The decisions made by the group in the workshop discussions form the basis for the plan of action. For each section of the workbook, and each workshop discussion, the facilitator will need to keep track of the issues, problems and proposed strategies for change. Another member of the group should be assigned the task of taking notes during the workshop. The sample worksheets at the end of this workbook may help organize those notes.

The main task of the workshop will be to discuss the problems and issues and to come up with ideas and strategies for change. Some of the ideas will be doable and innovative. Others will be less inspired and difficult to achieve. When the group has completed its discussion of the workbook section, the facilitator will have the job of helping the members sort through the ideas and decide what can and should be done. Equally important, the group will need volunteers to do the work and will want to set time lines.

After the main discussion, it may be a good idea for the facilitator to call for a break. This will give her or him an opportunity to post a list, on the flip chart or blackboard, of the ideas and strategies that members came up with in each part of the section. The note taker will be able to help in this task. For the discussion on building awareness from the “Shelters Second-Stage Housing and Healing Centres” section, the list might look like this:

Building Awareness About the Shelters

- *Newspaper ads*
- *Public service announcements — radio and TV*
- *Create a volunteer group for a word-of-mouth campaign*

When all the ideas for all parts of the section have been listed on a flip chart or blackboard, group members can reconvene to decide which activities will be their priority. They may have to go through the list several times to decide among competing activities.

Once the priorities have been set, members can divide the tasks among themselves and set time lines for their completion. This may mean that more ideas have to be put on the waiting list if, for example, some members want to take on too many activities. The group should also remember that they don't have to do everything themselves. Some of the ideas may get done by calling up supportive people and recruiting their help for just that task. The facilitator can help the group remain realistic about what can be done what should be done and how things can best get done.

Your Community Plan of Action

By the time the community action group has completed workshops on each of the seven sections of the workbook, the group will have a detailed record of services and resources for women who are victims and survivors of violence and a plan to make changes in the short and long terms. This set of worksheets, and the continuing commitment of the group, constitutes your community plan of action.

With your community plan of action, you will have addressed all of the key areas that can contribute to ending violence against women in Canadian society. You will have made your part of the country safer. You will have mobilized your community and raised awareness through all of your activities. You will have contributed to realizing the goals that the Canadian Panel on Violence Against Women set for the National Action Plan. But that is not the important thing.

You Are Making a Contribution

The important thing is that a group of committed individuals is working to end violence against women in your community. That is the key to changing our society for the better. Violence against women is everybody's problem. With your contribution to the community action group, you are now part of the solution.

Notes

1 Shelters, Second-Stage Housing and Healing Centres

There are now over 300 shelters in Canada which allow women to stay anywhere from two to six weeks on average. Despite this short stay, shelters in southern Canada continue to operate at over 100 percent of their occupancy rates year after year.⁴

A Community Policies

- 1 When a woman is abused by her partner, must he leave the home? ☐ yes ☐ no
- 2 Does your community offer protection and support for a woman who must leave her home? ☐ yes ☐ no
- 3 If a woman lives in housing owned by a local employer or the military, can she stay there if her abusive partner has to leave? ☐ yes ☐ no
- 4 Does the local association for subsidized housing let women and children stay in their home and make the abusive partner leave? ☐ yes ☐ no

B Shelters, Safe Houses and Healing Centres

- 5 Is there a shelter for abused women in the community? Are there enough shelters? ☐ yes ☐ no
- 6 Is there a shelter nearby that meets the needs of local women? ☐ yes ☐ no
- 7 Is there a healing centre for Aboriginal members of the community? ☐ yes ☐ no
- 8 Is there a centre for survivors of sexual assault? ☐ yes ☐ no
- 9 Does the community use other means, such as private homes used as safe houses, to shelter women who have been sexually assaulted and their children? ☐ yes ☐ no

⁴ Women's Resource Centre, *An Assessment of Government and Community Response to Family Violence in the N.W.T.* (Hay River, N.W.T., 1989).

Availability and Accessibility

- | | | | |
|----|---|------------------------------|-----------------------------|
| 10 | Is the shelter accessible 24 hours a day? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 11 | Is there free or inexpensive transportation to the shelter? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 12 | Are staff available to help women who live in outlying areas? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 13 | Is the shelter accessible to women with disabilities? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 14 | Does the shelter accommodate women with children? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 15 | Does the shelter have special services to support children who have witnessed violence and who may demonstrate adjustment problems? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 16 | Is the shelter accessible to women in your community who speak languages other than English or French? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 17 | Are cultural interpreters — people who can offer interpretation services, comfort and understanding to a woman from a different race, religion or culture — available through the shelter or elsewhere? | <input type="checkbox"/> yes | <input type="checkbox"/> no |

PLANNING NOTES

- **The provincial association of transition houses and other shelters in your area can help you plan a shelter.**
- **Planning a shelter takes research and fund raising.**
- **Members of the community can offer their homes as safe houses.**

Funding

- | | | | |
|----|--|------------------------------|-----------------------------|
| 18 | Does the shelter have secure funding that is likely to continue? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 19 | Does it periodically run out of money? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 20 | Are shelter staff paid a salary? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 21 | Does the shelter have enough money to follow up women who have used it and ask how it met their needs? | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 22 | Does the shelter have enough money to provide follow-up services, such as support groups, for its users? | <input type="checkbox"/> yes | <input type="checkbox"/> no |

Staff and Volunteers

- 23 Does it have enough staff? ☐ yes ☐ no
- 24 Does it need more volunteers? ☐ yes ☐ no
- 25 Are there workshops available to give staff the skills they need? ☐ yes ☐ no
- 26 Is there a peer support program for staff? ☐ yes ☐ no

When they are ready to leave a shelter or safe house and look for housing, women can face discrimination.

- *Landlords often will not lease space to women with children.*
- *Lesbians and women of colour told the Panel that they have been harassed and subjected to more violence.*
- *Women with disabilities and women with low incomes may be shut out of housing that meets their needs.*

Without secure, permanent and affordable housing, women can be forced to return to their violent partners.

Building Awareness

- 27 Are women in your community aware that a shelter exists? ☐ yes ☐ no
- 28 Is there an information network of some kind between your shelter and other shelters in the wider community so they can share information and resources? ☐ yes ☐ no
- 29 Do women's shelters in your area help one another with training? ☐ yes ☐ no

C Longer-Term Housing

- 30 Is there second-stage housing in your community for women who need a place to stay for a few months or longer after leaving an emergency shelter? ☐ yes ☐ no
- 31 Is there a group home or other form of housing for young women and girls who must leave a parental home or foster home to escape abuse? ☐ yes ☐ no
- 32 When a woman must leave her home, is there affordable housing for her to go to? ☐ yes ☐ no
- 33 Is there subsidized housing available? ☐ yes ☐ no
- 34 How long is the waiting list for subsidized housing? _____
- 35 Is there affordable housing for elderly women? ☐ yes ☐ no
- 36 Is there affordable housing for women with disabilities? ☐ yes ☐ no

Taking Action Against Discrimination

- 37 Is there an independent person with whom a woman can safely file a complaint if:
- she is refused housing because of discrimination? ☐ yes ☐ no
 - she is harassed by her landlord, maintenance workers or other tenants? ☐ yes ☐ no

2 Community and Social Support Services

Service providers told the Panel that services in Canada must be expanded to meet the needs of women who are victims and survivors of violence. Shelters need stable, adequate funding, and professionals must be trained to deal with violence against women.

In its National Action Plan, the Panel has recommended that community services, social services and major institutions adopt a policy of zero tolerance for violence against women.

A Sexual Assault Centres

- 1 Does your community help women who are victims and survivors of sexual assault? ☐ yes ☐ no
- 2 Does your community have a sexual assault or rape crisis centre? ☐ yes ☐ no
 - Does it provide 24-hour service? ☐ yes ☐ no
- 3 Do people in the community know about the centre? ☐ yes ☐ no
- 4 Does the centre have links with other services in the community, such as the police force and the hospital? ☐ yes ☐ no
- 5 Does the centre receive secure, ongoing funding? ☐ yes ☐ no
 - Does it periodically run out of money? ☐ yes ☐ no
 - Are staff paid a salary? ☐ yes ☐ no
 - Does it need more staff? ☐ yes ☐ no
- 6 Does the centre need more volunteers? ☐ yes ☐ no

PLANNING NOTES

- **Could your community action group create a publicity plan for the community's sexual assault centre?**
- **If the community does not have a sexual assault centre, could your group find out how to set up a centre and raise funds for a centre?**

B Counselling and Training for Service Providers

Counselling

- 7 Does the local crisis centre or any other service in the community counsel women who are victims and survivors of sexual assault? ☐ yes ☐ no
- 8 How long are the waiting lists? _____
- 9 Is there counselling for survivors of incest? ☐ yes ☐ no
- 10 Is there counselling for survivors of ritual abuse? ☐ yes ☐ no
- 11 Are there enough professional counsellors available? ☐ yes ☐ no
- 12 In what areas are more counsellors needed? _____

Training People Who Work with Victims and Survivors

- 13 Does the local shelter, sexual assault centre or women's centre offer training to service providers on issues of violence against women? ☐ yes ☐ no
- 14 Are there nearby training programs for service staff? ☐ yes ☐ no
- 15 Do service providers regularly update their training? ☐ yes ☐ no
- 16 Is the training available to a wider audience — through the schools, for example? ☐ yes ☐ no
- 17 Could the community set up a training program if one is not available? ☐ yes ☐ no

C Crisis Lines

- 18 Could the community set up a crisis line with direct access to a crisis centre, the police or another agency that would offer help to women who are victims and survivors of violence? ☐ yes ☐ no
- 19 Do women have access to a local or toll-free crisis telephone line?
- Is it a 24-hour service? ☐ yes ☐ no
 - Is it set up for crisis calls and counselling? ☐ yes ☐ no
 - Is the telephone line private, not a party line? ☐ yes ☐ no
- 20 Do the people who answer calls speak languages that reflect the true make-up of your community? ☐ yes ☐ no
- 21 Are all calls strictly confidential? ☐ yes ☐ no
- Are steps taken to make sure a woman's identity is kept confidential? ☐ yes ☐ no

-
- 22 Do the people who answer the calls receive the necessary training in handling crises? ☐ yes ☐ no
 Are they sensitive to issues of violence against women? ☐ yes ☐ no
- 23 Is a record kept of emergency calls so they can be followed up if necessary? ☐ yes ☐ no
- 24 Does the emergency line have stable, long-term funding? ☐ yes ☐ no
- 25 Is the crisis line widely advertised in the community in places where women and girls are most likely to see it — in school cafeterias, laundromats, community centres, grocery stores and convenience stores? ☐ yes ☐ no
 • Do the local media know about the crisis line? ☐ yes ☐ no

D Reaching Out to Women

Transportation Services

- 26 Is there an emergency transportation service for women who report that they are in danger? The service might include volunteer drivers, police escorts or, in remote communities, subsidized airline flights. ☐ yes ☐ no
- 27 Are there transportation options available to women in crisis? ☐ yes ☐ no
 • Are they widely advertised? ☐ yes ☐ no

PLANNING NOTES

- **Identify the specific needs of women living in isolated areas of your community.**
- **Bring these needs to the attention of the community and social support service.**
- **Find out how outreach programs in your province work.**

Outreach

- 28 Is there an outreach program in place so community and social workers can reach women in isolated areas who are victims and survivors of violence? ☐ yes ☐ no
- 29 Do service providers, such as health care workers, clergy and spiritual leaders, teachers and shelter workers, offer support or referrals to women living in isolated areas who may be living in a violent situation? ☐ yes ☐ no
 • Could more service providers get involved, so more isolated women can get information and help? ☐ yes ☐ no

E Programs for Men

- 30 If there are programs in place for women who are victims and survivors of violence, should the community set up programs for men who batter? ☐ yes ☐ no
- 31 If there are programs for men who batter, are the programs evaluated to see if they are effective? ☐ yes ☐ no
- Are service providers and women survivors involved in the evaluations? ☐ yes ☐ no
- 32 Are the programs monitored to make sure that they are safe for the men's partners? ☐ yes ☐ no
- Are local programs for abused women regularly involved in the monitoring? ☐ yes ☐ no
- 33 Is there an independent support group for the women who are the partners of these men? ☐ yes ☐ no

If programs exist for victims and survivors of violence, consider setting up programs for men who batter.

Front-line service providers who work with victims and survivors of violence must be consulted and involved in planning programs for men.

F Community Agencies Working Together

- 34 Does the community have an inter-agency group? ☐ yes ☐ no
- 35 Is your community interested in setting up an inter-agency group to share information about local responses to violence against women? ☐ yes ☐ no
- An inter-agency group might have representatives from the community, health services, education, justice, police, social services and women's centres. ☐ yes ☐ no
- 36 Does the inter-agency group have policies in place that ensure a consistent standard of service to women throughout the community? ☐ yes ☐ no
- 37 Does the group provide a directory of community and social support services in the area? ☐ yes ☐ no
- Is the directory widely publicized? ☐ yes ☐ no
 - Is it free? ☐ yes ☐ no
- 38 Do community workers, such as doctors, spiritual advisors, teachers and lawyers, ask women who are victims and survivors of violence to report their cases to the police? ☐ yes ☐ no
- Do they refer victims to specialized services such as rape crisis centres or women's shelters? ☐ yes ☐ no

G Speaking Up About Violence

- 39 Has the local government or council displayed leadership to end violence against women? ☐ yes ☐ no
- 40 Are community leaders, such as politicians, spiritual advisors, teachers, professionals and others, talking openly about the issue of violence against women? ☐ yes ☐ no
- Are local community groups talking openly about violence against women? ☐ yes ☐ no
- 41 Do local groups, such as the parent-teacher association (PTA), hold information sessions on the subject? ☐ yes ☐ no
- 42 Does the community have a social system that enables women to get together and talk on a regular basis? ☐ yes ☐ no
- 43 Does the community have a local newsletter that includes information on women's issues? ☐ yes ☐ no
- Has the newsletter committee approached local businesses for financial support? ☐ yes ☐ no
 - Does the committee invite staff members at women's shelters to write articles for publication? ☐ yes ☐ no
 - Does the committee raise awareness about violence against women in every issue? ☐ yes ☐ no
 - If the newsletter receives a letter from a woman who discloses that she is in a violent situation, does it forward the letter to authorities or service providers who might be able to help the woman? ☐ yes ☐ no

H Other Community Services

Community Response Team

- 44 Is there a rapid response team in the community to offer immediate protection to women victims of violence? ☐ yes ☐ no
- Does it include members of the local police? ☐ yes ☐ no
 - Does it include women? ☐ yes ☐ no
 - Does it have access to people with specialized training, such as medical and shelter staff, to deal with violence against women? ☐ yes ☐ no
 - Do the members participate in regular workshops to get the skills they need to help women in crisis situations? ☐ yes ☐ no

Self-Help Groups

- 45 Could the community set up a self-help group, healing lodge or talking circle for women who are victims and survivors of violence in your community? ☐ yes ☐ no
- 46 Is there a self-help group available? ☐ yes ☐ no
- 47 Is there a healing lodge or talking circle available? ☐ yes ☐ no
- 48 Would it be beneficial to have one in the community? ☐ yes ☐ no

Services for Children

- 49 Is there counselling available for children who have been abused? ☐ yes ☐ no
- 50 Could the community place a qualified counsellor, trained in issues of violence and abuse, in the local school? ☐ yes ☐ no
- 51 If children are abused, or witness abuse at home, is there someone they can safely tell about the abuse?
- Do the children know where they can go for help? ☐ yes ☐ no
- 52 Are the staff in facilities and services used by children trained and prepared to deal with disclosures of violence in the home? ☐ yes ☐ no

3 Health and Wellness Services

A Clinic and Hospital Services

- 1 Does the local clinic or hospital have a rape crisis centre? ☐ yes ☐ no
- 2 Does the local clinic or hospital offer counselling for women who are victims of violence? ☐ yes ☐ no
- 3 Are there women counsellors for women who are victims and survivors of violence? ☐ yes ☐ no
- 4 Are there facilities and treatment programs for women with special needs, such as women with disabilities or refugee women who are survivors of torture? ☐ yes ☐ no
- 5 Do women in your community have special needs that the clinic or hospital should consider adding to its services? ☐ yes ☐ no
- 6 Do staff members refer women victims and survivors of violence to an outside service, such as a sexual assault centre? ☐ yes ☐ no
- 7 If women are referred to an outside service, are their travel expenses paid? ☐ yes ☐ no

Close to 20 percent of women admitted for emergency surgery are victims of violence.⁵

B Policies and Practices

- 8 Are questions about violence a standard part of collecting a woman's personal health history when she registers for health services or when she is treated in emergency for an injury or other health problem? ☐ yes ☐ no
- 9 Does the local mental health clinic or hospital recognize that mental illnesses, such as Multiple Personality Disorder (MPD), are often linked with violence? ☐ yes ☐ no
- 10 Does the local clinic or hospital have an official policy of zero tolerance of violence against women? ☐ yes ☐ no
- 11 Is the zero tolerance policy backed up by written practices, procedures and programs? ☐ yes ☐ no
- 12 Has the local clinic or hospital developed safety plans for women employees, women patients, women visitors and others? ☐ yes ☐ no

5 (J. Dupuis, "L'Urgence, le premier contact," *Nursing Québec* Vol. 5, No. 5 (1985).

- 13 Is there an independent person to whom a woman can complain about her treatment by local health care workers? ☐ yes ☐ no
- If a woman files a complaint, will her file be reviewed by women and men in authority? ☐ yes ☐ no

In one Ontario hospital, the number of reported wife assault cases increased 1,500 percent after a wife assault policy and procedure was put into place.⁶

C Training

- 14 Have your community's health care workers, doctors and nurses had training to recognize symptoms of abuse and violence against women? ☐ yes ☐ no
- 15 Are health care workers trained to follow police requirements for investigations of cases of assault? ☐ yes ☐ no
- 16 Are local health and wellness services alert to possible cases of abuse of women in their care? ☐ yes ☐ no
- Is the health clinic or hospital aware? ☐ yes ☐ no
 - Are nursing and retirement homes aware? ☐ yes ☐ no
- 17 Have health care workers been trained to respond sensitively if a woman patient discloses that she has been abused? ☐ yes ☐ no
- 18 Have health care workers been trained to deal with crises when women are victims of violence? ☐ yes ☐ no
- 19 Are local clinic or hospital staff trained to be sensitive to the needs of women of diverse cultural backgrounds? ☐ yes ☐ no
- 20 Do health services meet your community's language needs? ☐ yes ☐ no

⁶ Social Work Department, Ottawa General Hospital, 1989.

D Outreach

- 21 Does the clinic or hospital have an outreach program so women who live in isolated areas can use available health services? ☐ yes ☐ no
- 22 Does your community receive support from people outside the area who visit periodically, such as “fly-in” doctors or psychologists? ☐ yes ☐ no
- Are these services regularly evaluated to ensure they meet your community’s needs? ☐ yes ☐ no
 - Are these professionals trained to deal with the issues of violence against women? ☐ yes ☐ no
 - Have they been sensitized to the needs of your community? ☐ yes ☐ no
 - Could they train local residents to deal with community needs? ☐ yes ☐ no
 - Are there members of your community who would be willing to train as apprentices? ☐ yes ☐ no

Service providers told the Panel that health care professionals need to be trained to recognize signs of all forms of violence against women and to be better informed about the effects of such violence.

Community-based and community-controlled services are by far the most accessible to women and the most effective.

PLANNING NOTES

- Help health care workers to form an inter-agency group to share information about local responses to violence against women.
- Conduct safety audits of hospitals, clinics, nursing homes and other health service facilities.

Notes

4 Education and Prevention

A Elementary and Secondary Schools

- 1 Could the school boards promote awareness days, weeks or months in the schools? ☐ yes ☐ no
- 2 Do local elementary and secondary schools hold awareness days about violence against women? ☐ yes ☐ no
 - Do the themes covered include sexual harassment and date rape? ☐ yes ☐ no
- 3 Does awareness include:
 - an understanding of the equal status of women and men? ☐ yes ☐ no
 - an understanding of the links between violence, racism and sexism? ☐ yes ☐ no
 - recognizing and overcoming discrimination against persons with mental or physical disabilities? ☐ yes ☐ no
- 4 Do schools hold workshops with other community service and resource groups, such as women's groups, the police and parents' groups? ☐ yes ☐ no

A clear majority of women and men told the Panel that early education is the key to preventing violence against women. Every community visited by the Panel called for school-aged children to be educated about violence and its effects.

Curriculum Issues

In 1982, 3- to 11-year-olds were getting 15 hours a week of violent cartoons.

By 1986, this was up to 42 hours a week, and by 1987 it had escalated to 43 hours a week. The average child spends the equivalent of 22 school days a year watching violence on television.⁷

7 (Alex Molnar, *Children and Violence — Selling our Souls* Educational Leadership, (December 1987).

-
- 5 Does the local school board monitor curricula and materials to make sure they include no sexual and cultural stereotypes that reinforce violence? ☐ yes ☐ no
- 6 Could the school board set up a committee to monitor school curricula and materials? ☐ yes ☐ no
- 7 Do local elementary and secondary schools share a consistent approach to the issue of violence against women and girls? ☐ yes ☐ no
- 8 Do schools have courses on resolving conflicts in intimate relationships? ☐ yes ☐ no
- 9 Do schools have compulsory courses on developing self-esteem? ☐ yes ☐ no
- 10 Do schools counter negative stereotypes about lesbians and gays, seniors and people who are mentally or physically challenged? ☐ yes ☐ no
- 11 Do schools encourage girls to consider non-traditional studies and occupations? ☐ yes ☐ no

It is estimated that 1 in 10 high school students and 1 in 5 college students is experiencing violence in a relationship. The violence against these women apparently has the sanction of their peers: 54 percent of high school boys and 42 percent of girls said that it was reasonable for a boy to force a girl physically into sex if he had “spent a lot of money on her, they had dated a long time, or she led him on.”⁸

Teacher training

- 12 Do teachers receive regular training on the issues and dynamics of violence against women and children? ☐ yes ☐ no
- Could the community lobby the local school board to get mandatory training? ☐ yes ☐ no
- 13 Are teachers trained to recognize when students are victims of physical, emotional, psychological or sexual abuse? ☐ yes ☐ no
- Does the training help them understand the impact on children of witnessing violence? ☐ yes ☐ no
- 14 Do people from women’s groups and shelters, and survivors of violence, help to train and counsel students in the schools? ☐ yes ☐ no
- 15 Do public schools have professional counsellors to help victims of child abuse? ☐ yes ☐ no

⁸ A Handbook for the Prevention of Family Violence, Family Violence Prevention Project, Community Child Abuse Council of Hamilton-Wentworth, 1990.

B Universities and Colleges

- 16 Do local universities and colleges have official policies of zero tolerance of violence against women? ☐ yes ☐ no
- Are the policies backed up by written practices, procedures and programs? ☐ yes ☐ no
- 17 Do local universities and colleges ensure women's safety on campus and provide them with a quality and secure environment? ☐ yes ☐ no
- 18 Do local universities and colleges hold awareness days about violence against women on campus? ☐ yes ☐ no
- 19 Are there counselling and crisis services available on campus? ☐ yes ☐ no
- 20 Is there an equity officer on staff to educate faculty and students and to receive and resolve complaints? ☐ yes ☐ no
- Is the equity officer trained about, and sensitive to, issues of violence against women? ☐ yes ☐ no

According to Neilsen's ratings data, by age 18, an average child will have watched

22,000 hours of television compared with only 11,000 spent in the classroom.

By age 18, the average child witnesses an estimated 200,000 acts of violence on

television, including 25,000 murders. By the age of 70, the average person will have

spent seven years watching television and will have witnessed 50,000 killings.⁹

- 21 Do local universities and colleges have policies and complaint procedures on:
- employment equity? ☐ yes ☐ no
 - sexual harassment? ☐ yes ☐ no
 - racial harassment? ☐ yes ☐ no
 - other forms of discrimination? ☐ yes ☐ no
- 22 Are there walk-home programs (foot patrols) on campus? ☐ yes ☐ no

9 Canadians Concerned About Violence in Entertainment/National Coalition on Television Violence, 1991.

- 23 Are local universities and colleges increasing their commitment to women's studies curricula and programs? ☐ yes ☐ no
- 24 Do faculty and staff receive training on violence and relations between the sexes? ☐ yes ☐ no
- 25 Have universities and colleges completed safety audits of the buildings and grounds? ☐ yes ☐ no

PLANNING NOTES

Could your community action group help the community to lobby for change?

- Encourage the school board to develop courses on preventing violence.
- Use **The Community Kit** to encourage local universities and colleges to adopt a policy of zero tolerance.

C Education of Professionals

- 26 Are training and awareness courses on the problem of violence and its effects available for professional groups, such as the police, lawyers, service providers, doctors and nurses? ☐ yes ☐ no
- 27 Would professionals be willing to participate in workshops organized by the local women's shelter and survivors? ☐ yes ☐ no
- 28 Does the training include an understanding of the barriers faced by:
- immigrant women, Aboriginal women, women of colour? ☐ yes ☐ no
 - lesbians? ☐ yes ☐ no
 - seniors? ☐ yes ☐ no
 - people with mental or physical disabilities? ☐ yes ☐ no
- 29 Does the training include an understanding of the particular needs of children? ☐ yes ☐ no

PLANNING NOTES

Could your community action group help make local schools and colleges safer?

- Could you help schools to look at their environment and consider personal safety issues for students?
- Encourage schools to involve students in safety audits of their buildings, grounds and programs.
- Help schools and colleges to conduct safety audits of their grounds or campus.

D Public Awareness

- 30 Does the community take part in campaigns to raise public awareness on the issues of violence against women, such as the National Day of Remembrance, the White Ribbon Campaign and the Purple Ribbon Campaign to remember the 14 women slain in Montreal on December 6, 1989? ☐ yes ☐ no
- 31 Are there outreach programs to provide information on violence to those people who live in isolated and rural areas of the community? ☐ yes ☐ no
- 32 Is there social space in the community for women to get together and overcome their isolation from each other? ☐ yes ☐ no
- 33 Are awareness and self-defence programs, such as Wen-do, available for women in the community? ☐ yes ☐ no
- 34 Could free programs be organized in a local meeting hall or recreation centre? ☐ yes ☐ no

Notes

5 Police and Legal Services

A Police Issues

- 1 Do all police, RCMP and civilian staff receive ongoing training on:
- gender sensitivity and the dynamics of violence against women? ☐ yes ☐ no
 - cultural sensitivity and the dynamics of racism and violence? ☐ yes ☐ no
 - Is the training mandatory? ☐ yes ☐ no

Domestic Violence Response Protocol

- 2 Does the local police force or RCMP detachment have a domestic violence response protocol? ☐ yes ☐ no
- When is the special unit called in? _____
 - Does the protocol instruct police to lay charges in all cases of wife assault when they have “reasonable and probable grounds” to believe that an assault has taken place or that an assault may occur? ☐ yes ☐ no
 - Is the domestic violence response protocol clearly defined? ☐ yes ☐ no
 - Is it enforced? ☐ yes ☐ no
 - Is the protocol effective? ☐ yes ☐ no
 - What review process is in place when an officer decides not to lay a charge following a complaint by a woman regarding an assault? _____
 - How is the disposition of complaints monitored? _____
 - Does it meet the needs of all women in your community? ☐ yes ☐ no
- 3 Is there a co-ordinated response or protocol between police, social services and agencies in cases of sexual assault? ☐ yes ☐ no

Women and men told the Panel that police, health care and criminal justice system

workers, social welfare agencies and community groups must work together to develop a comprehensive and co-ordinated approach to deal effectively with violence.

Often, a perpetrator is known to several agencies, but the information is not shared with all groups.

Police Procedures

In London, Ontario, police were directed to lay charges in all sexual assault cases where reasonable or probable grounds existed. They laid charges in only three percent of cases, although 20 percent of victims were advised to get medical attention. After the [charging] directive, police-laid charges increased 25 times.¹⁰

- 4 Are the police or RCMP following the federal directive to remove the offender from the home instead of the battered woman? ☐ yes ☐ no
- 5 Do the police have a special unit to deal with crimes against women, such as sexual assaults, with appropriate training to investigate and follow up on cases of sexual assault and domestic violence? ☐ yes ☐ no
 - Does the unit include female officers, counsellors and representatives of women's advocacy groups? ☐ yes ☐ no
- 6 Do police or RCMP agencies file a report on all telephone calls from women who say they have been abused and any call that reports that a woman has been abused? ☐ yes ☐ no
- 7 Can victims of abuse get peace bonds and restraining orders? ☐ yes ☐ no
 - Are peace bonds effectively enforced? ☐ yes ☐ no

Accountability to the Community

- 8 Do the police or RCMP explain why charges are laid or not laid against perpetrators of violence in the community? ☐ yes ☐ no
 - Is this accountability policy made public? ☐ yes ☐ no
 - Is the policy clear? ☐ yes ☐ no
 - Does it allow for cases to be reviewed? ☐ yes ☐ no
- 9 Could the police make information available to the public on the location and frequency of assaults against women? ☐ yes ☐ no

PLANNING NOTES

- **Develop a protocol for an integrated community approach to issues of violence against women.**
- **Use *The Community Kit* to introduce the idea of an inter-agency community group to the police.**
- **Encourage local police or RCMP officers to enforce directives instructing officers to lay charges in cases of wife assault – even in cases where the violence is threatened or implied.**

¹⁰ Peter Jaffe et al, *Final Report, Wife Assault as a Crime: The Perspectives of Victims and Police Officers on a Charging Policy in London, Ontario, 1980-1990* (1990).

Training

- 10 Are all police officers provided with training on crimes of violence against women and on issues of sexism and racism? ☐ yes ☐ no
- 11 Is violence against women part of the training for officers who work in public education and crime prevention? ☐ yes ☐ no
- 12 Are shelter workers, rape crisis centre workers and other anti-violence women's advocates involved in the development and delivery of training programs? ☐ yes ☐ no

B Community Issues

- 13 Would the community benefit from more police foot patrols? ☐ yes ☐ no
- 14 Do police foot patrols also receive training on violence against women? ☐ yes ☐ no
- 15 Has the community looked at the link between domestic violence and the availability of firearms? ☐ yes ☐ no
- If there is a link between firearms and domestic violence in your community, would you be willing to lobby for changes in gun control? ☐ yes ☐ no
 - What kind of gun control exists in the community? ☐ yes ☐ no

- 16 Does the make-up of the local police service or RCMP detachment reflect the community, including women, persons of colour, Aboriginal people, new Canadians? ☐ yes ☐ no
- Are the police or RCMP recruiting members of these groups? ☐ yes ☐ no

Community Involvement

Women are beaten an average of 35 times before they call the police.¹¹

- 17 Does the community have an inter-agency community group with members from women's shelters, hospitals, nursing stations and other organizations which responds to sexual assault or domestic violence cases? ☐ yes ☐ no
- 18 Is there a partnership between the police and the community to deal with violence against women? ☐ yes ☐ no
- Do the police and the criminal justice system work with health care providers, social welfare agencies, shelters, women's groups and other service groups? ☐ yes ☐ no
 - Can this partnership be made stronger to help prevent violence against women? ☐ yes ☐ no

11 Peter Jaffe et al, *Final Report, Wife Assault as a Crime: The Perspectives of Victims and Police Officers on a Charging Policy in London, Ontario, 1980-1990* (1990).

-
- 19 Do the police include personal safety issues in their presentations on crime prevention? ☐ yes ☐ no
- 20 Could the community set up an independent group of citizens to monitor police and legal services and make sure that they are equitable and sensitive to women's concerns? ☐ yes ☐ no
- 21 Does the community monitor the responses of police, prosecutors, judges and probation officers in cases of violence against women? ☐ yes ☐ no
- 22 Does the community track cases of sexual assaults, ritual abuse, harassment and other forms of violence against women? ☐ yes ☐ no
- 23 As a public security measure, do the police make information available on suspects and locations where sexual assaults have taken place? ☐ yes ☐ no

C Legal Services

- 24 Are there services available for victims and witnesses? ☐ yes ☐ no
- Are these services available through the police or other social services agencies? ☐ yes ☐ no
 - Do the services include making literature and videos available in a variety of languages? ☐ yes ☐ no
 - Do the services give victims and witnesses lists of support systems in the community? ☐ yes ☐ no
 - Are the staff fully trained in the dynamics of violence against women? ☐ yes ☐ no
- 25 Are victims invited to give victim impact statements to Crown attorneys and judges so the justice system knows what effect the crime has had on the victim? ☐ yes ☐ no
- 26 Are there legal aid clinics in the community? ☐ yes ☐ no
- 27 Does the court house have a safe waiting area where victims will not be harassed or threatened by perpetrators of violence? ☐ yes ☐ no

6 Making Workplaces and the Environment Safe

Many Canadian workplaces reflect the prevailing imbalance in power between women and men. The continuum from oppression to violence includes economic exploitation, harassment, discrimination, sexism, racism, homophobia, physical violence, sexual assault and rape.

Women told the Panel that they want employers to:

- *commit themselves to employment equity beyond legislation;*
- *promote women to senior management; and*
- *hire women in non-traditional trades.*

A Safer Workplaces

Policies and Procedures for Employers and Unions

- 1 Have local employers and unions adopted official policies of zero tolerance of violence against women? ☐ yes ☐ no
- 2 Do employers and unions have written policies against discrimination based on race, sex, culture, language or sexual orientation? ☐ yes ☐ no
- 3 If a woman is sexually harassed by her boss or a co-worker, is there an independent person to whom she can complain without fear of losing her job?
 - Do employers investigate women's reports of sexual harassment? ☐ yes ☐ no
 - Do employers discipline offenders? ☐ yes ☐ no
- 4 Do employers support employment equity programs? ☐ yes ☐ no
- 5 If women work shifts, do employers offer them free transportation at night? ☐ yes ☐ no
- 6 Do employers have women in senior management positions? ☐ yes ☐ no
- 7 Do local unions bargain for the advancement of women in the workplace? ☐ yes ☐ no
- 8 Do unions actively encourage women to take part in developing union policies? ☐ yes ☐ no

Services of Importance to Women

Seventy to 90 percent of women will be sexually harassed during their working lives.¹²

- 9 Do employers offer employee assistance programs to victims of violence? ☐ yes ☐ no
- 10 Do employers provide professional, confidential counselling to employees suffering from abuse or the effects of abuse? ☐ yes ☐ no
- 11 Do local employers have day-care or child-care programs?
• Are the child-care workers properly paid? ☐ yes ☐ no

Awareness and Training

- 12 Are posters, denouncing violence against women or identifying places where women can go for help, displayed in workplaces?
• Are posters about the issue of violence against women torn down or defaced? ☐ yes ☐ no
- 13 Is information about women's shelters and counselling for victims of violence posted in local workplaces?
• Would employers be willing to post such information? ☐ yes ☐ no
- 14 Do women have full access to employment and training opportunities? ☐ yes ☐ no
- 15 Do women face any of the following barriers in gaining access to training:
• lack of transportation? ☐ yes ☐ no
• lack of day care-services? ☐ yes ☐ no
• high fees? ☐ yes ☐ no
- 16 Do local employers and unions have training and awareness programs on the issues of:
• sexism? ☐ yes ☐ no
• discrimination based on culture or race? ☐ yes ☐ no
• preventing sexual harassment, sexual assault and wife assault? ☐ yes ☐ no

PLANNING NOTES

- Identify the training needs of women in the community and recommend programs to local employers.
- Encourage community planning committees to include women and community groups from the early stages of their work.

¹² Government of Newfoundland and Labrador, Women's Policy Office, *Sexual Harassment Seminar: Report* (St. John's, March 1992).

B Safety Audits

Women who worked full time earned an average 67.6 percent of men's wages in 1990.

Women's average wage was \$24,923 compared with the average wage of \$36,863 earned by men.¹³

- 17 Have local employers and unions conducted safety audits of workplaces? ☐ yes ☐ no
- Did the audits refer to women's need for safe working environments that are free of harassment? ☐ yes ☐ no
- 18 Has the community done safety audits of shopping centres, parks, public housing projects, public transit, parking and streets? ☐ yes ☐ no
- Are the audits up-to-date? ☐ yes ☐ no
 - Did women take part in the audits? ☐ yes ☐ no
 - Did representatives of groups with special needs, such as seniors and persons with disabilities, take part in the audits? ☐ yes ☐ no

PLANNING NOTES

- Conduct some safety audits in your community.
- Train local politicians, band councils, employers, builders, architects and others to do safety audits.
- Involve recreation groups in safety audits of recreational facilities and parks.
- Help a local employer or union conduct a safety audit.

13 Statistics Canada, *Earnings of Men and Women, 1990* (January 1992).

Notes

7 Media, Arts and Culture

A Media Audits

- 1 Has the community audited the local media to find out the extent to which women are portrayed in demeaning or sexist ways directly related to violence? ☐ yes ☐ no
- 2 Could the community audit the local media to review:
 - programs and advertisements on television and radio? ☐ yes ☐ no
 - articles, stories and opinion pieces in newspapers and magazines? ☐ yes ☐ no
 - textbooks, fiction and non-fiction books? ☐ yes ☐ no

In 1963 there were 30 porn magazines on the market, today there are over 500.

There is much evidence linking pornography to violence against women. Regardless of whether or not pornography causes violence to women, it perpetuates the perception of women as sexual objects and reinforces myths about rape and sexual abuse. Media portrayals of women (in movies, videos, magazines, and advertising) reinforce the myth that women want to be forced into having sex.¹⁴

PLANNING NOTES

- Could your community action group audit the media, arts and local culture to find out how often racist images of women are connected to sexist images?
 - Could your group form a committee to promote positive images of women, acceptance of all races and acceptance of lesbian women?
- 3 Could the community audit local advertising and retailing, including:
 - billboards, posters? ☐ yes ☐ no
 - store displays? ☐ yes ☐ no
 - product packaging? ☐ yes ☐ no
 - 4 Could the community audit local sports programming to review how successful women athletes are portrayed? ☐ yes ☐ no

¹⁴ J. Taylor, *Harvard Women's Law Journal*, Vol. 10 1987.

-
- 5 Could the community audit local news reporting to review:
- the number of stories authored by women? ☐ yes ☐ no
 - whether women's by-lines are attached to genuine news stories or to "soft" stories focusing on human interest, or those that have been traditionally considered of interest to women, such as fashion or cooking? ☐ yes ☐ no
- 6 Are there women in senior management positions in the local media, including cable television stations and community newspapers? ☐ yes ☐ no
- 7 Are there women in senior management positions in local movie theatres, community theatres and similar organizations? ☐ yes ☐ no

PLANNING NOTES

- Could your community action group lobby the CRTC, or the people responsible for local programming, for legislated changes in the way women are portrayed in the media?
- Could your group organize a letter-writing campaign to radio stations and television networks to protest against programming that is offensive to women?
- Could you launch a letter-writing campaign to the makers of products and their advertising agencies to protest against the offensive portrayal of women in advertising?

B Community Action

- 8 Would the community consider boycotting products promoted with print or media advertising that is offensive to women? ☐ yes ☐ no
- 9 Would the community consider boycotting merchants who insist on displaying and selling materials that are offensive to women? ☐ yes ☐ no
- 10 Is there an individual that people can contact to have offensive posters and billboards removed from the community? ☐ yes ☐ no
- 11 Do any local arts, culture and media groups promote homophobia, the hatred of lesbians and gays? ☐ yes ☐ no
- Do any promote racism? ☐ yes ☐ no
 - Do any promote sexism? ☐ yes ☐ no

S A M P L E W O R K S H E E T

SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(A) Community Policies**Local situation**

- Partner must leave home

- Protection and support for women

- Employer- or military-owned housing

- Housing association

- Other local issues

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(A) Community Policies	
	Action needed
<ul style="list-style-type: none"> • Partner must leave home 	
<ul style="list-style-type: none"> • Protection and support for women 	
<ul style="list-style-type: none"> • Employer- or military-owned housing 	
<ul style="list-style-type: none"> • Housing association 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(B) Shelters and Safe Houses

Local situation

- Enough shelters

- Shelter nearby

- Safe houses

- Other local issues

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(B) Shelters and Safe Houses

	Action needed
<ul style="list-style-type: none"> • Enough shelters 	
<ul style="list-style-type: none"> • Shelter nearby 	
<ul style="list-style-type: none"> • Safe houses 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

ACCESSIBILITY	
	Local situation
<ul style="list-style-type: none"> 24 hours 	
<ul style="list-style-type: none"> Transportation 	
<ul style="list-style-type: none"> Women in isolated areas 	
<ul style="list-style-type: none"> Women with disabilities 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

ACCESSIBILITY

Action needed

- 24 hours

- Transportation

- Women in isolated areas

- Women with disabilities

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

ACCESSIBILITY (CONT.)

Local situation

- Children

- Other local issues

- Languages

- Cultural interpreters

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

ACCESSIBILITY (CONT.)	
	Action needed
<ul style="list-style-type: none"> Children 	
<ul style="list-style-type: none"> Other local issues 	
<ul style="list-style-type: none"> Languages 	
<ul style="list-style-type: none"> Cultural interpreters 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

FUNDING	
	Local situation
• Secure funding	
• Shelter runs out of money	
• Staff paid	
• Follow-up services	
• Support groups	
• Other local issues	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

FUNDING	
	Action needed
<ul style="list-style-type: none"> Secure funding 	
<ul style="list-style-type: none"> Shelter runs out of money 	
<ul style="list-style-type: none"> Staff paid 	
<ul style="list-style-type: none"> Follow-up services 	
<ul style="list-style-type: none"> Support groups 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

STAFF AND VOLUNTEERS

Local situation

- Enough staff
- Enough volunteers
- Training workshops
- Peer support program
- Other local issues

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

STAFF AND VOLUNTEERS	
	Action needed
<ul style="list-style-type: none"> Enough staff 	
<ul style="list-style-type: none"> Enough volunteers 	
<ul style="list-style-type: none"> Training workshops 	
<ul style="list-style-type: none"> Peer support program 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

BUILDING AWARENESS

Local situation

- Women aware

- Information network among shelters

- Shelters help each other with training

- Other local issues

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

BUILDING AWARENESS	
	Action needed
<ul style="list-style-type: none"> Women aware 	
<ul style="list-style-type: none"> Information network among shelters 	
<ul style="list-style-type: none"> Shelters help each other with training 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(C) Longer-Term Housing**Local situation**

- Second-stage housing

- Housing for young women and girls

- Women with disabilities

- Action against discrimination

- Other local issues

SAMPLE WORKSHEET

1 SHELTERS, SECOND-STAGE HOUSING AND HEALING CENTRES

(C) Longer-Term Housing

	Action needed
<ul style="list-style-type: none"> • Second-stage housing 	
<ul style="list-style-type: none"> • Housing for young women and girls 	
<ul style="list-style-type: none"> • Women with disabilities 	
<ul style="list-style-type: none"> • Action against discrimination 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(A) Sexual Assault Centres**Local situation**

- Sexual assault centre

- People aware

- Links with other services

- Funding

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(A) Sexual Assault Centres

	Action needed
<ul style="list-style-type: none"> Sexual assault centre 	
<ul style="list-style-type: none"> People aware 	
<ul style="list-style-type: none"> Links with other services 	
<ul style="list-style-type: none"> Funding 	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(B) Counselling and Training for Service Providers

Local situation

- Services for victims/survivors

- Counselling

- Waiting lists

- Training

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(B) Counselling and Training for Service Providers

	Action needed
<ul style="list-style-type: none"> Services for victims/survivors 	
<ul style="list-style-type: none"> Counselling 	
<ul style="list-style-type: none"> Waiting lists 	
<ul style="list-style-type: none"> Training 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(C) Crisis Lines**Local situation**

- Crisis line

- Access

- Confidentiality

- Training

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(C) Crisis Lines	
	Action needed
<ul style="list-style-type: none">• Crisis line	
<ul style="list-style-type: none">• Access	
<ul style="list-style-type: none">• Confidentiality	
<ul style="list-style-type: none">• Training	
<ul style="list-style-type: none">• Other local issues	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(D) Reaching Out to Women**Local situation**

- Emergency transportation

- Outreach

- Support services in isolated areas

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(D) Reaching Out to Women

	Action needed
<ul style="list-style-type: none"> Emergency transportation 	
<ul style="list-style-type: none"> Outreach 	
<ul style="list-style-type: none"> Support services in isolated areas 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(E) Programs For Men**Local situation**

- Programs for men

- Programs evaluated

- Safety

- Support group

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(E) Programs For Men

	Action needed
<ul style="list-style-type: none">• Programs for men	
<ul style="list-style-type: none">• Programs evaluated	
<ul style="list-style-type: none">• Safety	
<ul style="list-style-type: none">• Support group	
<ul style="list-style-type: none">• Other local issues	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(F) Community Agencies Working Together

	Local situation
• Inter-agency group	
• Policies	
• Directory	
• Referrals	
• Other local issues	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(F) Community Agencies Working Together

Action needed

- Inter-agency group

- Policies

- Directory

- Referrals

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(G) Speaking Up About Violence**Local situation**

- Leadership

- Talk about the issue

- Social system

- Information on women's issues

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(G) Speaking Up About Violence

	Action needed
• Leadership	
• Talk about the issue	
• Social system	
• Information on women's issues	
• Other local issues	

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(H) Other Community Services**Local situation**

- Response team

- - Self-help groups
- Healing lodges
- Talking circles

- Counselling for children

- Qualified staff

- Other local issues

SAMPLE WORKSHEET

2 COMMUNITY AND SOCIAL SUPPORT SERVICES

(H) Other Community Services

	Action needed
<ul style="list-style-type: none"> • Response team 	
<ul style="list-style-type: none"> • - Self-help groups - Healing lodges - Talking circles 	
<ul style="list-style-type: none"> • Counselling for children 	
<ul style="list-style-type: none"> • Qualified staff 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(A) Clinic and Hospital services**Local situation**

- Rape crisis centre

- Women counsellors

- Special needs

- Outside services

- Other local issues

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(A) Clinic and Hospital services

	Action needed
<ul style="list-style-type: none"> Rape crisis centre 	
<ul style="list-style-type: none"> Women counsellors 	
<ul style="list-style-type: none"> Special needs 	
<ul style="list-style-type: none"> Outside services 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(B) Policies and Practices**Local situation**

- Health history

- MPD — linked with violence

- Zero tolerance

- Safety plans

- Other local issues

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(B) Policies and Practices

	Action needed
<ul style="list-style-type: none">• Health history	
<ul style="list-style-type: none">• MPD — linked with violence	
<ul style="list-style-type: none">• Zero tolerance	
<ul style="list-style-type: none">• Safety plans	
<ul style="list-style-type: none">• Other local issues	

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(C) Training**Local situation**

- Training of professionals

- Investigations of assaults

- Needs of women

- Language needs

- Other local issues

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(C) Training	
	Action needed
<ul style="list-style-type: none"> • Training of professionals 	
<ul style="list-style-type: none"> • Investigations of assaults 	
<ul style="list-style-type: none"> • Needs of women 	
<ul style="list-style-type: none"> • Language needs 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(D) Outreach**Local situation**

- Outreach program

- Outside professionals

- Needs of community

- Training of local residents

- Other local issues

SAMPLE WORKSHEET

3 HEALTH AND WELLNESS SERVICES

(D) Outreach	
	Action needed
<ul style="list-style-type: none"> • Outreach program 	
<ul style="list-style-type: none"> • Outside professionals 	
<ul style="list-style-type: none"> • Needs of community 	
<ul style="list-style-type: none"> • Training of local residents 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(A) Elementary and Secondary Schools

Local situation

- Awareness days

- Monitor curricula

- Course content

- Training of teachers

- Other local issues

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(A) Elementary and Secondary Schools

	Action needed
<ul style="list-style-type: none">• Awareness days	
<ul style="list-style-type: none">• Monitor curricula	
<ul style="list-style-type: none">• Course content	
<ul style="list-style-type: none">• Training of teachers	
<ul style="list-style-type: none">• Other local issues	

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(B) Universities and Colleges**Local situation**

- Policies —
Zero Tolerance

- Safety of women

- Awareness days

- Complaint procedures

- Other local issues

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(B) Universities and Colleges

	Action needed
<ul style="list-style-type: none"> • Policies — Zero Tolerance 	
<ul style="list-style-type: none"> • Safety of women 	
<ul style="list-style-type: none"> • Awareness days 	
<ul style="list-style-type: none"> • Complaint procedures 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(C) Education of Professionals

	Local situation
<ul style="list-style-type: none"> • Training/awareness 	
<ul style="list-style-type: none"> • Needs of Immigrant and Aboriginal Women and Women of colour 	
<ul style="list-style-type: none"> • Needs of women with mental or physical disabilities 	
<ul style="list-style-type: none"> • Needs of children 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(C) Education of Professionals

	Action needed
<ul style="list-style-type: none"> • Training/awareness 	
<ul style="list-style-type: none"> • Needs of Immigrant and Aboriginal Women and Women of colour 	
<ul style="list-style-type: none"> • Needs of women with mental or physical disabilities 	
<ul style="list-style-type: none"> • Needs of children 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(D) Public Awareness**Local situation**

- Public awareness

- Outreach programs

- Self-defense

- Social spaces

- Other local issues

SAMPLE WORKSHEET

4 EDUCATION AND PREVENTION

(D) Public Awareness

	Action needed
<ul style="list-style-type: none">Public awareness	
<ul style="list-style-type: none">Outreach programs	
<ul style="list-style-type: none">Self-defense	
<ul style="list-style-type: none">Social spaces	
<ul style="list-style-type: none">Other local issues	

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(A) Police Issues**Local situation**

- Police training
- Protocol
- Police procedures
- Accountability
- Other local issues

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(A) Police Issues

	Action needed
<ul style="list-style-type: none">• Police training	
<ul style="list-style-type: none">• Protocol	
<ul style="list-style-type: none">• Police procedures	
<ul style="list-style-type: none">• Accountability	
<ul style="list-style-type: none">• Other local issues	

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(B) Community Issues**Local situation**

- Foot patrol

- Make-up of police

- Partnership
Police-Community

- Monitor responses

- Other local issues

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(B) Community Issues**Action needed**

- Foot patrol

- Make-up of police

- Partnership
Police-Community

- Monitor responses

- Other local issues

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(C) Legal Services**Local situation**

- Services available

- Support systems

- Trained staff

- Legal clinics

- Other local issues

SAMPLE WORKSHEET

5 POLICE AND LEGAL SERVICES

(C) Legal Services	
	Action needed
<ul style="list-style-type: none">Services available	
<ul style="list-style-type: none">Support systems	
<ul style="list-style-type: none">Trained staff	
<ul style="list-style-type: none">Legal clinics	
<ul style="list-style-type: none">Other local issues	

SAMPLE WORKSHEET

6 MAKING WORKPLACES AND THE ENVIRONMENT SAFE

(A) Safer Workplaces**Local situation**

- Policies of Zero Tolerance/Against discrimination

- Complaint procedures

- Equity programs

- Awareness/Training

- Other local issues

SAMPLE WORKSHEET

6 MAKING WORKPLACES AND THE ENVIRONMENT SAFE

(A) Safer Workplaces

	Action needed
<ul style="list-style-type: none"> • Policies of Zero Tolerance/Against discrimination 	
<ul style="list-style-type: none"> • Complaint procedures 	
<ul style="list-style-type: none"> • Equity programs 	
<ul style="list-style-type: none"> • Awareness/Training 	
<ul style="list-style-type: none"> • Other local issues 	

SAMPLE WORKSHEET

6 MAKING WORKPLACES AND THE ENVIRONMENT SAFE

(B) Safety Audits**Local situation**

- Safety audits

- Audits — Parks/
Shopping centres

- Involvement of women

- Special needs

- Other local issues

SAMPLE WORKSHEET

6 MAKING WORKPLACES AND THE ENVIRONMENT SAFE

(B) Safety Audits

	Action needed
<ul style="list-style-type: none"> Safety audits 	
<ul style="list-style-type: none"> Audits — Parks/ Shopping centres 	
<ul style="list-style-type: none"> Involvement of women 	
<ul style="list-style-type: none"> Special needs 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

7 MEDIA, ARTS AND CULTURE

(A) Media Audits**Local situation**

- Local media

- Local advertising

- Sports programming

- Local news

- Other local issues

SAMPLE WORKSHEET

7 MEDIA, ARTS AND CULTURE

(A) Media Audits

	Action needed
<ul style="list-style-type: none"> Local media 	
<ul style="list-style-type: none"> Local advertising 	
<ul style="list-style-type: none"> Sports programming 	
<ul style="list-style-type: none"> Local news 	
<ul style="list-style-type: none"> Other local issues 	

SAMPLE WORKSHEET

7 MEDIA, ARTS AND CULTURE

(B) Community Action**Local situation**

- Boycott — Advertising

- Materials

- Poster and billboards

- Homophobia, Racism,
Sexism

- Other local issues

SAMPLE WORKSHEET

7 MEDIA, ARTS AND CULTURE

(B) Community Action

	Action needed
<ul style="list-style-type: none"> Boycott — Advertising 	
<ul style="list-style-type: none"> Materials 	
<ul style="list-style-type: none"> Poster and billboards 	
<ul style="list-style-type: none"> Homophobia, Racism, Sexism 	
<ul style="list-style-type: none"> Other local issues 	

Notes

Appendix A

Signs of Oppression and Abuse in Relationships

Sometimes we can't put our finger on why we feel uncomfortable with men we know. Pay attention to your "gut" reaction – there is likely a good reason for it. You may be experiencing, or be at risk of, abuse. It is important to recognize a situation which puts you at risk, so don't ignore your intuition.

If something seems wrong in your relationship, it might have to do with abuse. You can spot danger signs in relationships just as you can note danger signs in a place. Some of the signs which should warn you of danger, especially with men you are close to, are listed below.

Consider whether any of the following statements apply to the man with whom you have a close relationship.

Controlling your actions to make you more dependent on him

- He is very jealous and doesn't want you to talk to other men.
- He criticizes your women friends and wants you to stop seeing them.
- He wants to know where you are and who you are with all the time.
- He tries to control your contacts with family members.
- He often criticizes your personal appearance.
- He usually criticizes what you do and say.

Putting you down so that you will feel less confident and less in control

- He tells people about things you did or said that are embarrassing and make you feel stupid.
- He blames you for things that go wrong for him.
- He makes jokes which put you and other women down.
- He calls you stupid, lazy, fat, ugly, a slut or other things that make you feel bad.

Threatening, scaring or hurting you

- He likes to drive fast or do dangerous things to scare you.
- He gets carried away when you are playing and hurts you, or holds you down to make you feel helpless or humiliated, and makes you give in.
- He becomes angry or violent when he drinks or uses drugs.
- He makes threats about hitting you, hurting your friends, your pets or members of your family if you don't do what he wants.
- He threatens to leave you or kill himself if you don't obey him.
- He forces you to do sexual things that you don't want to do – with threats or physical force.
- He becomes very angry about small, unimportant things.
- He won't express his feelings when asked, and then he blows up.
- He hits you – he may be sorry afterward, but he hits you.

This list was adapted from a leaflet on teen abuse developed by the YWCA Crossroads Shelter, Peterborough, Ontario.

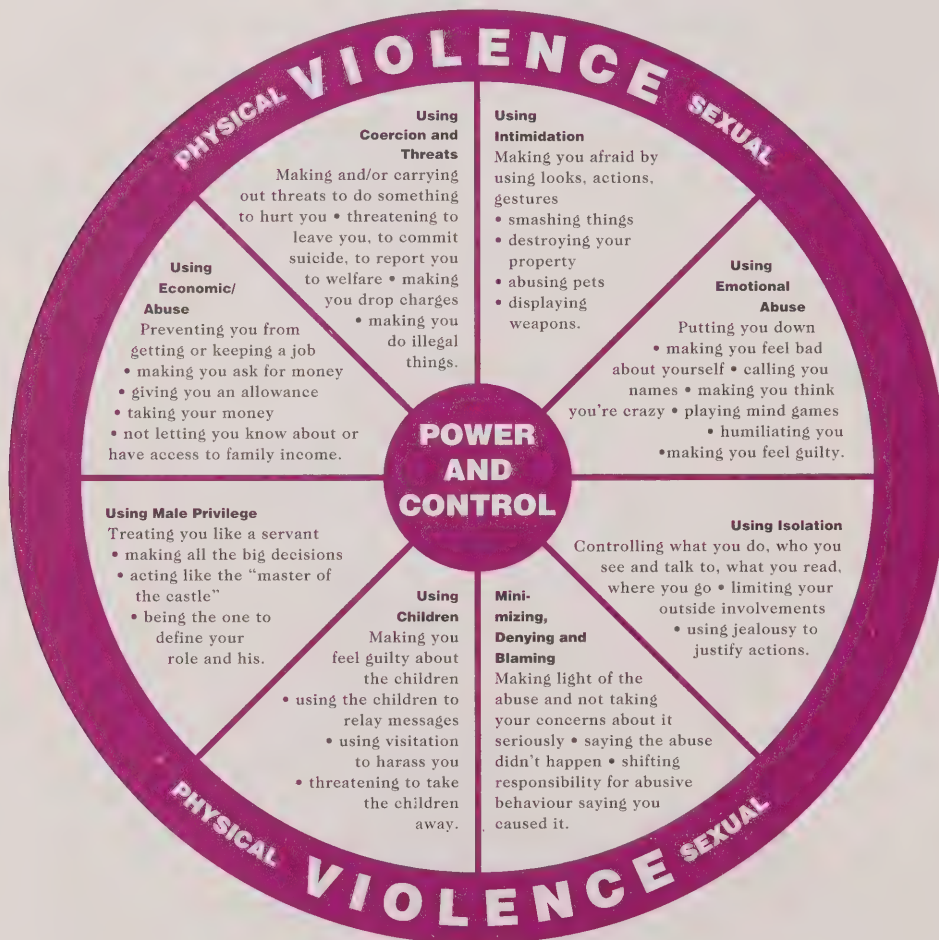
You may know other men who make you feel uncomfortable at times. For instance:

- Is there a man at work who bothers you?
- Do you always feel uncomfortable dealing with a particular bus driver? a neighbour?
- Do you feel uneasy having to walk past a particular man or group of men on the street?
- Does your doctor, lawyer, teacher or another person in a position of authority do or say things that you don't like?

Don't ignore your instincts about these feelings.

Power and Control

Another way to look at abuse in relationships is described in the wheel below. One of the things that is known about abuse in a relationship is that it usually gets worse unless it is stopped as soon as it starts. He might start the abuse by trying to control your actions and who you see. But even if you follow his rules and do what he wants, he will be looking for other ways, such as the examples listed above, to use his power. When he feels these ways of controlling you are not enough, he may use physical violence if he has not already.



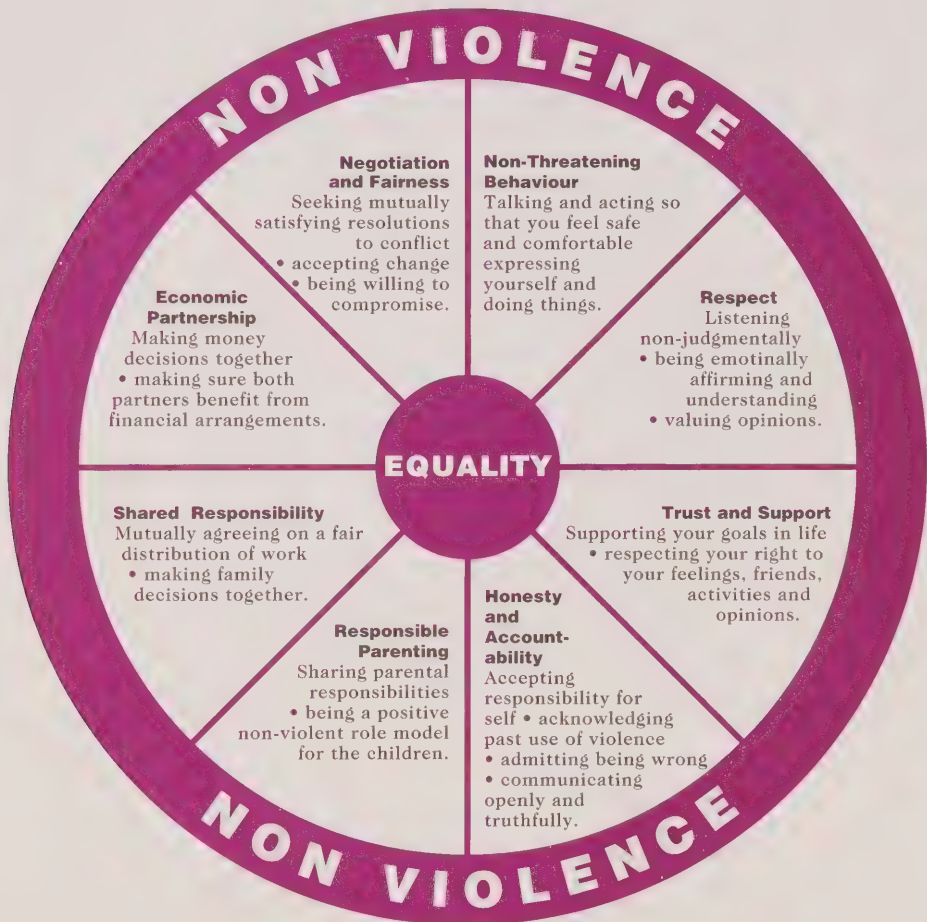
The Wheel adapted by METRAC was designed by Domestic Abuse Intervention Project.

206 West Fourth Street, Duluth, Minnesota 55806

Equality

The equality wheel describes some of the things necessary for a non-violent relationship. You might want to think about your own relationships to see if they reflect a respect for you, trust and

support, shared responsibility, non-threatening behaviour and other factors that are important for your safety.



The Wheel adapted by METRAC was designed by Domestic Abuse Intervention Project,
206 West Fourth Street, Duluth, Minnesota 55806

Notes

Appendix B

Zero Tolerance

The policy framework for zero tolerance complements the equality action plan and aims at achieving zero tolerance of violence against women within all groups, organizations and institutions. The framework includes the following:

- criteria for zero tolerance to assist in changing how an organization does business by making the elimination of violence and support for women's safety a priority and integral to all activities;
- a list of activities of organizations to which the zero tolerance criteria are to be applied to change business practices; and
- plans of recommended zero tolerance actions to be taken in key sectors of Canadian society, services (health and social), legal/justice, education, media, religious institutions, workplace and the military.

Achieving equality for women and ending violence are interdependent and concurrent goals. As institutions use the zero tolerance policy to examine the degree to which their operations support women's safety, they should also be assessing them for their gender sensitivity and ability to enhance or promote women's equality.

ZERO TOLERANCE  EQUALITY

The zero tolerance policy is generic and is equally relevant to support groups, non-government organizations, services, corporations or government institutions.

Criteria for Zero Tolerance

The following criteria will assist in evaluating progress made in reaching zero tolerance. All criteria are to be applied in carrying out any activity or in evaluating progress. This means that all activities must unequivocally support and promote women's safety and security through:

Equality

By identifying and eliminating any element or underlying assumption that undermines women (e.g., myths, stereotypes and roles based on gender, race or class) and by introducing measures that further equality.

Ending Violence

By identifying and eliminating problem areas and situations that create dangers for women within the organization, including all work sites, by supporting the victim and redressing harms when violence occurs and by implementing policies and practices that ensure women's safety.

Inclusion

By engaging at each and every stage the full participation of women who are representative of the diversity of Canada, and who have direct experience, working knowledge and demonstrated commitment to equality, and by basing decision making on data and research that accurately reflect women's safety, reality, experiences and perspectives.

Resource Allocation

By recognizing the value of women's contributions and adequately compensating them and by ensuring that women's needs are accounted for in all allocations.

Knowledge

By ensuring that all people are knowledgeable about equality and ending violence and by making sure processes reflect and apply this knowledge.

Co-ordination

By working with other people to co-ordinate projects on related subject areas and to make links among issues with less apparent links to equality and violence.

Evaluation

By reviewing and assessing on a regular basis the progress made in meeting the equality and safety objectives of all women regardless of race or class.

Accountability

By working in an open and transparent manner through means such as freely disclosing information, processes and objectives, inviting public scrutiny of work and keeping the public and all stakeholders informed on progress.

Suggested Areas to Which Zero Tolerance Criteria Apply

To attain the standard required by the policy of zero tolerance, all 10 criteria must be applied to the following areas of the organization:

1. Priority Setting/Allocation of Resources

(goals, objectives, mission statements, strategic planning, operational core funding, subsidies, grants, contract compliance)

2. Legislation/Regulation/Policy

(act, statutes, by-laws, registries, codes, licensing)

3. Human Resources Management

(hiring, promotions, training, performance reviews, employee assistance, personnel policies)

4. Programs/Services/Practices

(activities supporting the mandate, guidelines, directives, manuals)

5. Consultation

(committees, advisory bodies, councils, hearings)

6. Co-ordination

(co-operation, collaboration)

7. Research and Evaluation

(pilot projects, experimentation, data collection, data analysis)

8. Education/Promotional Activities

(awareness campaigns, publications, advertising)

9. Physical Environment Management

(facilities, maintenance)

10. Accountability

(evaluation councils, standards, complaint procedures)

The Panel recommends the following zero tolerance actions in key sectors of society.

Services and legal/justice are critical to women since these sectors often offer first response when violence happens, and women look to these sectors for protection, redress and healing. Education, media and religious institutions shape attitudes and behaviours and have critical roles to play in advancing equality and ending violence. The workplace which is a key sector for women because it enables them to gain economic independence and thereby reduces their vulnerability to violence. The military sector is dominated by men and male values. Women are newly admitted as workers in a full range of occupations and face much discrimination and violence. Spouses of military men are also deeply affected by military policy, and this presents difficulty when violence occurs. These sectors provide a starting place to implement zero tolerance. The policy is equally applicable to organizations, groups and institutions beyond these seven.

Within each of the sectors the recommended zero tolerance actions are directed to key decision makers. There are two categories of actions presented in each sector.

1. **New orientations** represent fundamental shifts within a sector. These consist of actions which once implemented will create safety and security and support equality for women. They apply to all decision makers and are considered long-term actions to be undertaken immediately and accomplished within the next X years.
2. **General zero tolerance actions** for a sector apply to all organizations and personnel throughout the sector. These are short-term actions to be accomplished within the next X years.

All of these recommended actions are formulated in the spirit of zero tolerance principles and criteria. However, it must be underscored that these are starting places within each sector and individuals who have specialized knowledge of the sectors will be able to build upon them.

Notes

Appendix C

Community Responses to Violence Against Women Some Models

(1) THE INTEGRATED COMMUNITY RESPONSE TO WOMAN ABUSE

Inter-agency Protocol

Women across Canada recommended that support and direction be provided to communities where the “network” and the “community-police partnership” are not yet established. They believe that the lines of communication must be strengthened to develop the most successful strategies for neighbourhood crime prevention and support for victims of spousal/partner abuse.

An effective action plan to end violence against women requires a co-operative approach using the experience and expertise of several key organizations in your community. Community response protocol for woman assault recognizes the necessity of the integration of the police investigation that follows clearly defined charging directives, criminal prosecution and victim support services. The following are examples of some of the key elements that might be involved in a community response group.

- Police
- Crown attorney
- Victim/witness assistance program
- Sexual assault centres
- Shelters/transition houses
- Medical services
- Spiritual advisors
- Counselling services
- Family and children services
- Women’s organizations
- Treatment programs for men

There may be other specific organizations or committees that should be a part of your community response group. It is not necessary that all of those listed above participate in the co-operative approach at all times, but it is essential that efforts are made to establish a strong network for communicating information and sharing resources.

Charging Policy

In 1982, the Solicitor General of Canada issued a directive to police forces across the country encouraging police to lay charges in all cases of wife assault where reasonable and probable grounds for such charges exist. This directive was reissued in 1985 and again in 1989 with evidence that the laying of charges by officers resulted in a significant reduction in victim-reported violence and increased satisfaction by victims with police services.

Manitoba’s RCMP division has been a leader in this field and has a training program that is evolving successfully. In the mid-1980s, Manitoba RCMP members pioneered in areas of protocol, investigational techniques and multidisciplinary approach to dealing with abuse. Their training workshops cover the legal responsibilities of authorities and their policies, the investigative steps and support agencies which assist in the investigation of elder abuse, spousal abuse and child abuse.

Questions your community group might think about are:

- Do local police officers get mandatory training in the dynamics of wife abuse and violence against women and children?
- If yes, are community members with specialization in these areas consulted in this training?
- Are there members of the police force and your community who would be willing to pursue this initiative?

“It is important to remember that the police charging policy is not a quick fix for the issue of woman abuse. Although victims report a significant reduction in violence associated with the laying of charges, many victims report ongoing fears and actual threats from their partner during the court process. Communities need to examine the level of support and protection available to victims before, during and after the laying of charges. The community response to victims through the criminal justice system needs to be examined as a co-ordinated intervention rather than piecemeal policies.”¹

The city of London, Ontario, has one of the first police forces in North America to have a formal policy on wife assault.

For further information on how to evaluate the success of charging directives in your community, contact:

The London Family Court Clinic
254 Pall Mall Street, Suite 200
London, Ontario N6A 5P6
(519) 679-7250

Suggested Readings/Materials

Peter Jaffe and Anne Burris, *An Integrated Response to Wife Assault: A Community Model*. Ministry of the Solicitor General Canada 1984.

Final Report, London Family Court Clinic Inc., *Wife Assault As a Crime: The Perspectives of Victims and Police Officers On a Charging Policy in London, Ontario from 1980-1990*. April 1991.

Interdisciplinary Project on Domestic Violence (IPDV), *The Mountain and Beyond, Resources for a Collaborative Approach to Domestic Violence*, (1993). The IPDV is co-sponsored by nine national associations which have been working together since 1986 to promote co-operative approaches to wife assault/woman abuse, child abuse, sexual abuse, elder abuse and other forms of violence in intimate relationships. The resource kit includes a video, video guide, reference and planning workbook and ideas for collaboration at work. To obtain a copy of this resource kit, call the National Clearinghouse on Family Violence 1-800-267-1291.

1. Prairie Research Associates, 1990

(2) Community Holistic Circle Healing

Of the many hundreds of written submissions received by the Canadian Panel on Violence Against Women, one caught our attention for its unique blend of traditional Aboriginal healing methods and the support of the Manitoba Department of Justice.

The Community Holistic Circle Healing (CHCH) approach to dealing with sexual offenders has been developed over several years by Hollow Water First Nation of Wanipigow, Manitoba. We would advise other Canadian communities not to try to use the CHCH approach without further research, expert advice and the full co-operation of a recognized judicial power.

The material contained in this section is meant to inspire your community to consider new ways to solve the problem of violence against women, and to offer insight into the holistic Aboriginal approach to healing.

Here is their story.

Hollow Water First Nation

Background

About four years ago, a handful of us began sitting together to share ideas about how we could better meet the needs of the individuals and families with whom we were involved as service providers. As we began working together, we realized that our ability to facilitate change was much greater if we put aside our “program hats” and just offered whatever skills or knowledge we had to the situation. As we went along, our group grew larger and came to include many volunteers. We eventually became known as the Community Resource Group.

About two years ago, there was a workshop in our community on human sexuality. Over 60 people attended and during the course of the workshop we learned that two out of three of us had been victimized sexually and that one out of three of us had become victimizers.

There were many different reactions to this: disbelief, anger, guilt, shame. A few among us felt that it was good that we had begun to talk about this issue, and that we needed to talk more. The Community Resource Group became a forum for this, and because a certain level of trust had developed among us, some individuals took tremendous personal risk and shared their stories.

Eventually, we realized two things: that most of us had a story to share, and as we were able to, did so; and when the sharing took place within a circle of those with whom we felt safe, we began to heal ourselves.

Although some of us initially believed that we needed to operate as an alternative to the outside systems of justice, we all eventually came to realize that because of the seriousness of the issue, at least for the time being, we needed to operate in conjunction with any and all resources available, inside and outside the community, and especially the courts. The issue of “a safe place to disclose” remains in a delicate balance.

CHCH uses the principle our elders tell us would have been the traditional way for the community to handle such matters.

- Bring it out into the open.
- Protect the victim in such a way as to minimally disrupt the family and community functioning.
- Hold the person accountable for his/her behaviour.
- Give the opportunity for balance to be restored to all parties.

In its conjunctive relationship with the courts, CHCH is seen as a presentencing alternative as well as a sentencing alternative. Each case is considered to be unique and handled accordingly. A period of incarceration, if it includes input from the community, is seen to be a necessary requirement in cases where the prognosis for healing is not good.

A subgroup selected by the Community Resource Group from its membership and known as the assessment team has co-ordinating responsibility for the operations of CHCH. Although job function was not a factor in this selection process, the assessment team consists of a volunteer, the National Alcohol and Drug Aboriginal Program (NADAP) co-ordinator, a NADAP worker, the public health nurse, a community health worker, the band welfare administrator, the school principal, a nutritional advisor at the school and two child and family services workers. The staff sergeant of the local RCMP detachment participates fully in each assessment team meeting.

What is CHCH?

CHCH is community. It is a coming together of all resources. There is no treatment centre - the whole community serves this purpose. It is available to any community member who is prepared to take full responsibility for his/her actions in the sexual victimization of another person. All members of the community are agents in the healing process.

CHCH is holistic. It attempts to deal with all parties to the imbalance (victim, victimizer, family/families and community) and with all the aspects of the imbalance (physical, emotional and spiritual).

CHCH is circle. It is the strength of our tradition. In the circle, our similarities and differences are accepted. We are all equal. Within the circle, the power of one becomes the power of all. We become one, whole, complete.

CHCH is healing. It is spontaneity. It is from within. It is following our hearts.

CHCH is not a program or a project. It is a process of individuals coming back into balance, a process of a community healing itself. It is a process which one day will allow our children and grandchildren to walk once again with their heads high as they travel around the medicine wheel of life.

The Approach

Once there has been a disclosure of sexual abuse, it is up to members of the Community Resource Group to begin the process.

- Get as much information as possible about the allegation.
- Continue as natural allies of the person who made the disclosure.
- Pass the information to the assessment team co-ordinator.

The assessment team co-ordinator contacts the RCMP and invites a representative to a meeting of the assessment team where the information received will be discussed and the subsequent intervention planned.

The intervention is patterned on the following 12 steps.¹⁶

ASSESS THE SITUATION

1. Where appropriate, protect the child involved.
2. Confront the victimizer.
3. Assist the spouse.
4. Assist the family/families.
5. Meet with the assessment team, the RCMP and the Crown within four days of disclosure to decide how to proceed.

¹⁶ The steps were abbreviated for this appendix to The Community Kit. No community should attempt to use this approach without further research, expert advice and the full co-operation of a recognized judicial power.

6. The victimizer must admit and accept responsibility. Failure to do so would result in the court system assuming the primary role.

PREPARE PEOPLE TO APPEAR BEFORE THE COMMUNITY RESOURCE GROUP

7. Prepare the victimizer to appear before the special gathering.
8. Prepare the victim(s) to appear before the resource group.
9. Prepare the family/families for the appearance.

SPECIAL GATHERING OF THE COMMUNITY RESOURCE GROUP - THE HEALING CONTRACT

10. The special gathering: all parties come face-to-face in a circle with the Community Resource Group. A healing contract is presented. The healing contract addresses three general areas.

- Some degree of punishment: The result must enhance the community as well as the victimizer's self-esteem. This would likely take the form of community service work.
- Protection against further victimization: This would probably be in the form of restricted access to potential victims for a specified period of time.
- Treatment: This would include individual counselling, attendance at support groups, etc.

The victimizer publicly apologizes and accepts the healing contract. Further, he/she states an understanding that any failure to comply with the conditions will result immediately in the court system being asked to assume the primary role.

11. The healing contract is implemented.

THE CLEANSING CEREMONY

12. The cleansing ceremony is held. This ceremony marks the completion of the healing contract, the restoration to balance of the victimizer and a new beginning for all involved.

The co-ordinator arranges the ceremony at the appropriate time, which varies depending on the healing process of each individual victimizer. We do not anticipate that this would happen until at least two years had passed since the special gathering.

This ceremony is important because it breaks the stereotyping of offenders and victims and avoids labelling them for life. At the end of this ceremony, the offence is put aside. It is over and deliberately forgotten. Balance has been restored to the individuals involved, their family/families and the community.

The victimizer is invited to become a part of the Community Resource Group and to assist in the healing of others.

FOR FURTHER INFORMATION CONTACT:

Community Holistic Circle Healing
Hollow Water First Nation
Wanipigow, Manitoba
R0E 2E0
(204) 363-7426
(204) 363-7428

Notes

Additional Reading Material

In this section we have provided information on some useful resource organizations from which you can build your own library. It is not meant to be an inclusive list of all the sources of information available in this area but to offer you a starting point to understanding the issues and the strategies for change.

Understanding Violence Against Women

- A Handbook for the Prevention of Family Violence.*
by The Family Violence Prevention Project,
Hamilton-Wentworth, Seldon Printing Ltd.,
1990.
- Battered and Blamed: A Report on Wife Assault
from the Perspective of Battered Women.*
by Jan Barnsley *et al*, Women's Research
Centre with Vancouver Transition House,
Vancouver, 1980.
- Battered But Not Beaten: Preventing Wife
Battering in Canada.*
by Linda MacLeod, Canadian Advisory Council
on the Status of Women, Ottawa, 1987.
- Children of Battered Women.*
by Peter Jaffe, David Wolfe and Susan Kaye
Wilson, SAGE Pub., California, 1990.
- I Never Called it Rape: The MS report on
recognizing, fighting, and surviving date and
acquaintance rape.*
by Robin Warshaw, Harper & Row, New York,
1988.
- No Safe Place: Violence Against Women and
Children.*
by Connie Buberman and Margie Wolfe (eds.),
Women's Press, Toronto, 1985.
- Patterns of Violence in the Lives of Girls and
Women: A Reading Guide.*
by Lisa S. Price, Women's Research Centre,
Vancouver, 1989.

Sexual Abuse and Recovery

- I Never Told Anyone: Writings By Women
Survivors of Child Sexual Abuse.*
by Ellen Bass and Louise Thornton, Harper
Perennial, 1991.
- Surviving Procedures After a Sexual Assault.*
by Megan Ellis and Women Against Violence
Against Women, Press Gang Pub., Vancouver,
1988.
- The Courage to Heal: A guide for women
survivors of child sexual abuse.*
by Ellen Bass and Laura Davis, Perennial
Library, New York, 1988.

Resources of Special Interest to Aboriginal and Inuit Women

- Breaking Free: A Proposal for Change to
Aboriginal Family Violence.*
by Ontario Native Women's Association,
Thunder Bay, Ontario, 1989.
- Voices of Aboriginal Women: Aboriginal Women
Speak Out About Violence.*
by Native Women's Association of Canada,
Canadian Council of Social Development,
Ottawa, 1991.
- National Family Violence Abuse Study
Evaluation.*
by Claudette Dumont-Smith and Sioui Labelle
for the Indian and Inuit Nurses of Canada,
1991.

No More Secrets / Ijirartuaqarunnirniq.

by Pauktuutit (Inuit Women's Association),
1991.

- copies can be obtained from Pauktuutit,
(613) 238-3977.

Resources of Special Interest to Visible Minority and Immigrant Women

*Chain Chain Change: For Black Women Dealing
with Physical and Emotional Abuse.*

by Evelyn C. White, The Seal Press, Seattle,
1985.

*Violence Against Immigrant Women and
Children.*

by Kathy Wekbe, Women Against Violence
Against Women, Vancouver Rape Crisis
Centre, Vancouver, 1985.

Resources for Women with Disabilities

*Beating the "Odds": Violence and Women With
Disabilities.*

by Jillian Ridington, DisAbled Women's
Network (DAWN), Toronto, 1989.

Violent Acts Against Disabled Women.

by Joanne Doucette, DisAbled Women's
Network (DAWN), Toronto, 1986.

Project Development

*An Integrated Response to Wife Assault: A
Community Model.*

by Peter Jaffe and Carole Anne Burris,
Ministry of the Solicitor General of Canada,
1984.

- for further information contact The
London Family Court Clinic, 254 Pall Mall
Street, Suite 200, London, Ontario,
N6A 5P6; (519) 679-7250.

*Breaking the Pattern: How Alberta Communities
Can Help Assaulted Women and Their
Families.*

by Bonnie Hutchinson and Shirley Philippe,
Office for the Prevention of Family Violence,
Alberta, 1985.

*Canadian Treatment Programs for Men Who
Batter.*

by the Family Violence Prevention Division,
Health and Welfare Canada, 1991.

- available from the National Clearinghouse
on Family Violence.

Community Holistic Circle Healing.

- available from Hollow Water First Nation,
Wanipigow, Manitoba R0E 2E0;
(204) 363-7426/7428.

*Cultivating Our Rural Communities: Farm
Women Organizing.*

by Jennifer Watts, Oxfam and National
Farmers Union, Saskatoon, Saskatchewan,
1990.

Moving Forward: Making Transit Safer for Women.

A joint study by METRAC, the TTC and Metro Police, 1989.

- available FREE from METRAC, Metro Action Committee on Public Violence Against Women and Children, 158 Spadina Road, Toronto, Ontario M5R 2T8; (416) 392-3135.

Take Back Toronto: A Guide to Preventing Violence Against Women in Your Community. 1991.

- available from the Safe City Committee, 20th Floor, East Tower, City Hall, Toronto, Ontario M5H 2N2; (416) 392-0403.

The Women's Campus Safety Audit Guide. 1991

- available FREE from METRAC, Metro Action Committee on Public Violence Against Women and Children, 158 Spadina Road, Toronto, Ontario M5R 2T8; (416) 392-3135.

Towards Equal Access: A Handbook For Service Providers Working with Immigrant Woman Survivors of Wife Assault.
by Fauzia Rafiq (ed.), 1991.

- To order contact: Education Wife Assault, 427 Bloor Street West, Toronto, Ontario M5S 1X7; (416) 968-3422.

Transition House: How to establish a refuge for battered women.

by Flora MacLeod, Social Planning and Research, United Way, Ministry of Supply and Services Canada, 1989.

- available from the National Clearinghouse on Family Violence.

Understanding Wife Assault. A Training Manual for Counsellors and Advocates.

by Deborah Sinclair, Toronto, Ontario, 1985.

VIDEOS / FILMS

NFB (National Film Board of Canada)
473 Albert Street, Ottawa, Ontario
K1A 0M9; (613) 996-4861.

The NFB offers a bilingual, toll-free information service. You can call to order catalogues or reserve films and videos.

Atlantic Canada: 1-800-561-7104

Quebec: 1-800-363-0328

Ontario: 1-800-267-7710

Western and Northern Canada:
1-800-661-9867

The NFB offers several FREE film and video catalogues and resource guides such as:

- *The Family Violence Film & Video Collection;*
- *Our Home and Native Land – A Film and Video Resource Guide for Aboriginal Canadians; and*
- *Beyond the Image (Guide to women's issues).*

Ask about other catalogues/films particular to your area of concern.

Ask for information about the NFB Library near your community.

Use a film or video during your community group meetings to help raise awareness of the issues and realities of violence against women.

Here are some examples:

- *The Crown Prince*. A powerful drama looking at the real and pressing problem of wife assault from the perspective of the children.
 - available from NFB.
- *Bridging the River Silence*. Through interviews with survivors of wife abuse, the film illustrates wife assault protocol for Renfrew County.
 - available from NFB.
- *One Hit Leads to Another*. Illustrates the dynamics of family violence and the cycle of violence. Produced by the Victoria Transition House, British Columbia.
 - available from Kinetic Films Limited, 408 Dundas Street East, Toronto, Ontario M5A 2A5; (416) 963-5979.
- *Breaking the Cycle*. Illustrates the impact of wife assault on women, men and children through interviews with survivors, a perpetrator and three adolescents who witness violence in their family.
 - available from Esprit Films Limited, 2 Lake Street, St. Catharines, Ontario L2M 6P6; (416) 685-8336.

Organizations

Working to End Violence Against Women

This guide to resources and contact organizations is not meant to be comprehensive or all encompassing. We hope we have provided you with a list of some of the places you can contact to start building your own community resource network. We would welcome all suggestions for important references to be added.

National Canadian Advisory Council on the Status of Women
110 O'Connor Street, 9th Floor
P.O. Box 1541, Station B
Ottawa, Ontario K1P 5R5
(613) 992-4975

Canadian Human Rights Commission
90 Sparks Street, 4th Floor
Ottawa, Ontario K1A 1E1
(613) 995-1151
(613) 996-5211 TDD

DisAbled Women's Network of Canada (DAWN)
658 Danforth Avenue, Suite 203
Toronto, Ontario M4J 1L1
(416) 406-1080
(416) 406-1081 TDD
(416) 406-1082 Fax

Family Violence Prevention Division
Social Services Programs Branch
Health and Welfare Canada
Ottawa, Ontario K1A 1B5
(613) 957-0622

National Organization of Immigrant and Visible Minority Women
251 Bank Street, Suite 506
Ottawa, Ontario K2P 1X3
(613) 232-0689

Native Women's Association of Canada
9 Melrose Avenue
Ottawa, Ontario K1Y 1T8
(613) 722-3033

National Association of Friendship Centres
396 Cooper Street, Suite 204
Ottawa, Ontario K2P 2H7

National Victims Resource Centre
Department of Justice Canada
Access to Justice and Law Information Programs Section
239 Wellington Street
Ottawa, Ontario K1A 0H8
(613) 957-9608
Toll Free 1-800-267-0454

- FREE information and service referrals.
- compiles a national listing of sexual assault centres.

Pauktuutit Inuit Women's Association
200 Elgin Street, Suite 804
Ottawa, Ontario K2P 1L5
(613) 238-3977

YWCA of Canada
Anti-Violence and Housing Programs
Community Awareness of Violence Against Women Project
80 Gerrard Street East
Toronto, Ontario M5B 1G6
(416) 593-9886

- produces *Fresh Start*, a guide for women in abusive relationships.

Provincial Organizations

ALBERTA

Some comprehensive directories produced by Community Connections in Edmonton and the City of Calgary Information Centre provide information on province-wide and community services, resources and programs. The Office for the Prevention of Family Violence produces the *Alberta Directory of Family Violence Initiatives* which is available FREE of charge. The Office also produces *Breaking the Pattern: How Alberta Communities Can Help* and *Understanding Wife Abuse*, two booklets directed toward preventing family violence.

Office for the Prevention of Family Violence

- 11th Floor - South Tower
10030 107 Street
Edmonton, Alberta T5J 3E4
(403) 422-5916
(403) 427-2039 Fax
- FREE publications.
- to call toll-free use the Government of Alberta RITE line.

The City of Calgary Information Centre

P.O. Box 2100 Station M (8113)

Calgary, Alberta T2P 2M5

(403) 268-4656

- produces *A Calgary Community Services Directory* for Calgary area.

Community Connections

10534 124th Street, Suite 202

Edmonton, Alberta T5N 1S1

(403) 482-4636 Information and Referrals

(403) 482-4357 CRISIS

- produces *A Community Connections Directory* for Edmonton area.

Community Information and Referral

4935 51st Street

Red Deer, Alberta T4N 1A8

(403) 342-1243

- produces a service directory

Alberta Council of Women's Shelters

9912 106 Street, Suite 34

Edmonton, Alberta T5K 1C5

(403) 429-2689

Alberta Association of Sexual Assault Centres

Sexual Assault Centre of Edmonton

400 McDonald Place

9939 Jasper Avenue

Edmonton, Alberta T5J 2W8

(403) 423-4121

(403) 421-8734 Fax

Alberta Child Abuse Hotline

call operator and ask for Zenith 1234

Calgary Distress Centre and Drug Centre

112 11th Avenue South East, Suite 201

Calgary, Alberta T2G 0X5

(403) 266-1605 CRISIS

(403) 266-1601 Business

(403) 266-1608 Teen Line (volunteer)

Kirby Centre (for Seniors)

1133 7th Avenue South West

Calgary, Alberta T2P 1B2

(403) 265-0661

BRITISH COLUMBIA

A directory of community referral services by region is available from the Victim Assistance Programs, Department of Community Programs. Copies of the 1992 report of the British Columbia Task Force on Family Violence *Is Anyone LISTENING?* are available from the Ministry of Women's Equality.

British Columbia Institute on Family Violence

601 West Cordova Street, Suite 290

Vancouver, British Columbia V6B 1G1

(604) 669-7055

Community Programs

Victim Assistance Programs

815 Hornby Street, Suite 210

Vancouver, British Columbia V6Z 2E6

(604) 660-2528

Ministry of Women's Equality

756 Fort Street

Victoria, British Columbia V8V 1X4

(604) 387-3613

- produced *Working Together To End Wife Assault: A Handbook for Victim Support Workers*.

The Lower Mainland Alliance of Information and Referral Systems
3102 Main Street, Suite 202
Vancouver, British Columbia V5T 3G7
(604) 875-6431 Administration
(604) 875-6381 Information and Referral
Toll-free 1-800-842-8467 Victims Information Line

- produces a service directory.

British Columbia Council for the Family
2590 Granville Street, Suite 204
Vancouver, British Columbia V6H 3H1
(604) 660-0675

- produced *Healthy Families in Healthy Communities: Tools for Action*.

British Columbia/Yukon Society of Transition Houses
409 Granville Street, Suite 204
Vancouver, British Columbia V6C 1T2
(604) 669-6943

Aboriginal Women's Council
245 East Broadway, Suite 1
Vancouver, British Columbia V5T 1W4
(604) 875-9131

Inter-Disciplinary Studies Division
Blake Building
The Justice Institute of British Columbia
4180 West 4th Avenue
Vancouver, British Columbia V6R 4J5
(604) 228-9771

MANITOBA

Contact Community Association produces the *Community Resource Guide for Manitoba* (1992) which details information and service organizations across the province. They also have a computerized data base of this information which is available on disk. For information on local shelters contact the Manitoba Association of Women's Shelters.

Toll-free province-wide crisis line (24 hours)
1-800-362-3344

Manitoba Advisory Council on the Status of Women
500 Portage Avenue, Suite 210
Winnipeg, Manitoba R3C 3X1
(204) 945-6281

- provide FREE information booklets.

Manitoba Women's Directorate
500 Portage Avenue, Suite 450
Winnipeg, Manitoba R3C 3X1
(204) 945-3476

- information and referrals.

Manitoba Women's and Seniors Directorate
Outreach Office, Portage La Prairie
25 Tupper Street N., 2nd Floor
Portage La Prairie, Manitoba R1N 3K1
(204) 239-3202
Toll-free 1-800-665-0657

Manitoba Women's and Seniors Directorate
Outreach Office, Thompson
59 Elizabeth Drive
Thompson, Manitoba R8N 1X4
(204) 677-6868
Toll-free 1-800-665-6565

Family Dispute Services
Department of Family Services
114 Garry Street, 2nd Floor
Winnipeg, Manitoba R3C 1G1
(204) 945-7295

- Resource library, pamphlets, videos

Contact Community Association
5 Donald Street, 3rd Floor
Winnipeg, Manitoba R3L 2T4
(204) 287-8827

Manitoba Association of Women's Shelters
Box 337
Selkirk, Manitoba R1A 2B3
(204) 482-7882
(204) 482-7100 CRISIS

Provincial Transition House Association
 Department of Family Services
 114 Garry Street, 2nd Floor
 Winnipeg, Manitoba R3C 1G1
 (204) 945-7245

Aboriginal Women's Resource Directory
 Original Women's Network, Inc.
 294 Ellen Street, 2nd Floor
 Winnipeg, Manitoba R3A 1A9
 (204) 942-4131

- Community resource guide for Native women in Manitoba.

Immigrant Women's Association of Manitoba
 323 Portage Avenue, Suite 201
 Winnipeg, Manitoba R3B 2C1
 (204) 943-8612

Manitoba Coalition of Women's Resource Centres
 186 Goulet Street
 Saint-Boniface, Manitoba R2H 0R8
 (204) 233-1735

NEW BRUNSWICK

For further information on services and resources in New Brunswick contact the Advisory Council on the Status of Women or a local shelter. The Muriel McQueen Fergusson Foundation can provide information on provincial resource directories, family violence prevention programs and educational material. The Foundation is creating a research and resource centre to open in 1993.

New Brunswick Advisory Council on the Status of Women
 95 Foundry Street, Suite 207
 Moncton, New Brunswick E1C 5H7
 (506) 853-1088

Muriel McQueen Fergusson Foundation
 P.O. Box 50000
 Fredericton, New Brunswick E3B 6C2
 (506) 453-5085
 (506) 453-5084 Fax

New Brunswick Women's Directorate
 Cabinet Secretariat
 P.O. Box 6000
 Fredericton, New Brunswick E3B 5H1
 (506) 453-2143

New Brunswick Coalition of Transition Houses
 P.O. Box 7135, Station A
 Saint John, New Brunswick E2L 4S5
 (506) 634-7571

Fredericton Rape Crisis Centre
 P.O. Box 174
 Fredericton, New Brunswick E3B 4Y9
 (506) 454-0460
 (506) 454-0437 CRISIS

Public Legal Education and Information Service of New Brunswick
 P.O. Box 6000
 Fredericton, New Brunswick E3B 5H1
 (506) 453-5369

NEWFOUNDLAND AND LABRADOR

The Women's Policy Office co-ordinates the development of programs and policies for the benefit of women in the province. It publishes educational material, promotes public awareness and responds to all written and telephone requests for information.

Women's Policy Office - Government of Newfoundland and Labrador
 P.O. Box 8700
 St. John's, Newfoundland A1B 4J6
 (709) 729-5098

- produced *Understanding Wife Abuse: An Educational Manual for Community Groups in Newfoundland and Labrador*, 1987.

The Provincial Advisory Council on the Status of Women Newfoundland and Labrador
131 LeMarchant Road
St. John's, Newfoundland A1C 2H3
(709) 753-7270

The Provincial Association Against Family Violence
(Provincial Transition House Association)
P.O. Box 221, Station C
St. John's, Newfoundland A1C 5J2
(709) 739-6759

Iris Kirby House
P.O. Box 6208
St. John's, Newfoundland A1C 6J9
(709) 722-8272
(709) 753-1492 CRISIS

- handbook *I Am Worth the Effort* for women in abusive relationships lists resources and services.

Naomi Centre for Women
P.O. Box 26030
St. John's, Newfoundland A1E 5T9
(709) 579-8432

Cara House
P.O. Box 305
Gander, Newfoundland A1V 1W7
(709) 256-9306
(709) 256-7707 CRISIS

Corner Brook Committee on Family Violence
P.O. Box 152
Corner Brook, Newfoundland A2H 6C9
(709) 634-4199
(709) 634-4198 CRISIS

Labrador West Family Crisis Shelter
P.O. Box 106
Labrador City, Labrador A2V 2K3
(709) 944-7124
(709) 944-3600 CRISIS

Libra House (Transition House)
P.O. Box 449, Station B
Happy Valley - Goose Bay, Labrador A0P 1E0
(709) 896-8251
(709) 896-3014 CRISIS

NORTHWEST TERRITORIES

The Status of Women Council of the Northwest Territories offers FREE publications (pamphlets, videos, briefs) and has a family violence prevention kit that provides detailed information on resources and programs in the Northwest Territories. Contact the Council for information on shelters, RCMP offices, legal aid, health centres and hospitals, women's groups, friendship centres, counselling services and funding sources.

Status of Women Council of the Northwest Territories
P.O. Box 1320
Yellowknife, Northwest Territories X1A 2L9
(403) 920-6177
(403) 873-0285 Fax

Family Violence Prevention Program
Program Co-ordinator, Child Sexual Abuse
Department of Social Services
Government of the Northwest Territories
Precambrian Bldg 500
4920, 52nd Street
Yellowknife, Northwest Territories X1A 3T1
(403) 920-6254
(403) 920-8920

Spousal Assault Network
Office of the Press Secretary
Department of the Executive, Government of the Northwest Territories
P.O. Box 1320
Yellowknife, Northwest Territories X1A 2L9
(403) 873-7615

- FREE publications.

Arctic Public Legal Education and Information Society
4916 47 Street
P.O. Box 2706
Yellowknife, Northwest Territories X1A 2R1
(403) 920-2360
Law Line 1-800-661-0880, Tuesdays and Thursdays, 6-8:30 p.m. Yellowknife time.

Native Women's Association of the Northwest Territories
P.O. Box 2321
Yellowknife, Northwest Territories X1A 2P7
(403) 873-5509

Crown prosecutors and victim witness co-ordinators can be reached at:
Department of Justice Canada, Yellowknife Regional Office
P.O. Box 8
Yellowknife, Northwest Territories X1A 2N1
(403) 920-8564

Department of Justice Canada
P.O. Box 1030
Iqaluit, Northwest Territories X0A 0H0
(819) 979-5324

Hay River Women's Resource Centre (Safehome Network)
P.O. Box 276
Hay River, Northwest Territories X0E 0R0
(403) 874-3311

Shelters / Crisis Centres:

Cambridge Bay
Katimavik Centre
(403) 983-2133

Fort Smith
Sutherland House
(403) 872-4133

Hay River
Safehome Network
(403) 874-3311
(403) 874-6626 24-Hour Crisis Line

Iqaluit
Nutaraq Place
(819) 979-4500

Rankin Inlet
Kataujaq Shelter
(819) 645-2214

Spence Bay
Ikajuqtauvvik Crisis Centre
(403) 561-5902

Tuktoyaktuk
Crisis Centre
(403) 977-2526

Yellowknife
Allison McTeer House
(403) 873-8257
(403) 873-8257 Crisis Line

NOVA SCOTIA

The Nova Scotia Advisory Council on the Status of Women publishes *Making Changes: A Book for Women in Abusive Relationships* which includes a comprehensive directory of services and resources in the province. The Naomi Society has experience developing violence prevention programs through rural outreach and public education.

Nova Scotia Advisory Council on the Status of Women (NSACSW)
P.O. Box 745
Halifax, Nova Scotia B3J 2T3
(902) 424-8662 voice or TDD
Toll-free 1-800-565-8662

- Directory available FREE to individuals.

Transition House Association of Nova Scotia
6317 York Street
Halifax, Nova Scotia B3H 2K6
(902) 755-4878

Nova Scotia Family Violence Prevention Initiative
Resource Centre
P.O. Box 696
Halifax, Nova Scotia B3J 2T7
(902) 424-2345

Naomi Society
Antigonish, Nova Scotia
(902) 863-3807
(902) 863-2582 Crisis line

ONTARIO

To locate community resource networks and published directories for your community/locality, contact the Association of Community and Information Centres or the Ontario Women's Directorate. Contact local women's centres and organizations for information specific to your community.

The Association of Community and Information Centres
5233 Dundas Street West, Suite 306
Toronto, Ontario M9B 1A6
(416) 237-0405

- compiles a list of 75 community information and referral centres across the province.

Ontario Association of Interval and Transition Houses
229 College Street, Suite 202
Toronto, Ontario M5T 1R4
(416) 977-6619

Ontario Women's Directorate
2 Carleton Street, 12th Floor
Toronto, Ontario M5B 2M9
(416) 597-4500

Ontario Advisory Council on Women's Issues
880 Bay Street, 5th Floor
Toronto, Ontario M7A 1N3
(416) 326-1840

Education Wife Assault
427 Bloor Street West
Toronto, Ontario M5X 1X7
(416) 968-3422

METRAC
Metro Action Committee on Public Violence
Against Women and Children
158 Spadina Road
Toronto, Ontario M5R 2T8
(416) 392-3135

- offers FREE information and program guides

Ontario Native Women's Association
115 North May Street, Suite 101
Thunder Bay, Ontario P7C 3N8
(807) 623-3442

PRINCE EDWARD ISLAND

The Report of the Community Consultation Committee on Family Violence offers information on family violence issues, education materials, prevention strategies and community resources. Copies of the report are available through the Family Violence Prevention Co-ordinator. Victim Services produces a directory and an information kit.

Family Violence Prevention Co-ordinator
P.O. Box 2000
Charlottetown, Prince Edward Island C1A 7N8
(902) 368-4583

Prince Edward Island Advisory Council on the Status of Women
P.O. Box 2000
Charlottetown, Prince Edward Island C1A 7N8
(902) 368-4510

- produces a resource book entitled *Mother Led Families Handbook: What's Out There*

The Division of Home Care and Support
Department of Health and Social Services
P.O. Box 2000
Charlottetown, Prince Edward Island C1A 7N8
(902) 368-4210

Anderson House Shelter
P.O. Box 964
Charlottetown, Prince Edward Island
(902) 368-8658 Office
1-892-0690 Toll-free Emergency Line

P.E.I. Transition House Association
81 Prince Street
Charlottetown, Prince Edward Island C1A 7M4
(902) 368-7337

P.E.I. Rape and Sexual Assault Crisis Centre
81 Prince Street
Charlottetown, Prince Edward Island C1A 4R4
(902) 368-1864
Toll-free crisis line (902) 566-8999

Community Legal Information Association
P.O. Box 1207
Charlottetown, Prince Edward Island C1A 7M8
(902) 368-4098

- produces *Women Assault and the Law* booklet

Victim Services
Prince Edward Island Department of Justice
3 Queen Street, Box 2000
Charlottetown, Prince Edward Island C1A 7N8
(902) 368-4584 / 4582

East Prince Women's Information Centre
15 Central Street
Summerside, Prince Edward Island C1N 3L2
(902) 436-9856

Lennox Island Family Violence Project
P.O. Box 134
Lennox Island, Prince Edward Island C0B 1P0
(902) 831-2711

QUEBEC

Le Centre de référence du Grand Montréal sert plus de 107 collectivités et les services sont publiés dans l'annuaire. S.V.P. contactez le Centre de renseignements pour les services locaux ainsi que l'annuaire ou vous pouvez appeler votre association de la femme de votre collectivité.

S.O.S. VIOLENCE CONJUGALE 1-800-363-9010

Le Centre de référence du Grand Montréal
881 de Maisonneuve Boulevard East
Montreal, Quebec H2L 1Y8
(514) 527-1375

Conseil du Status de la femme
Cook Street, Room 300
Quebec City, Quebec G1R 5J7
(418) 643-4326

Association de centres de services sociaux du Québec
2000 Mansfield, Room 400
Montreal, Quebec H3A 2Z1
(514) 842-5181

C.A.L.A.C.S. (Centre d'Aide et de Lutte contre les agressions à caractère sexuel)
Centre de Ressource
11980 2nd Avenue
St. Georges-de-Beauce, Quebec G5Y 1X3
(418) 227-6866

Bureau d'aide aux victimes d'actes criminels
84 Notre Dame West 1st Floor
Montreal, Quebec H2Y 1S6
(514) 873-4070

Régroupement provincial des maisons d'hébergement et de transition pour femmes victimes de violence conjugale
5225 Berri Street, Room 304
Montreal, Quebec H2J 2S4
(514) 279-2007

La Fédération des Ressources d'hébergement pour femmes violentées et en difficulté du Québec
P.O. Box 67, Longueuil Station
Longueuil, Quebec J4K 4X8
(514) 674-0324

Fédération des CLSC du Québec
550 Sherbrooke West, Room 2060
Montreal, Quebec H3A 1B9
(514) 842-5141

SASKATCHEWAN

A detailed resource guide to services and programs in Saskatchewan addressing issues related to violence against women is available. *Community Resources/Ressources Communautaire Saskatchewan* provides information on women's groups, transition houses, second-stage housing, sexual assault services, rural violence groups, community agencies and programs, and special project initiatives. A copy of the guide can be obtained through the following organizations and referral agencies.

Saskatchewan Battered Women's Advocacy Network (SBWAN)
614th Street East
Partnership Committee on Family Violence
Department of Social Services
1920 Broad Street
Regina, Saskatchewan S4P 3V6
(306) 787-3835
Saskatoon, Saskatchewan S7H 0G9
(306) 978-1678

Provincial Association of Transition Houses in Saskatchewan (PATHS)
135 21st Street East, Room 307
Saskatoon, Saskatchewan S7K 0B4
(306) 652-6175

Sexual Assault Services of Saskatchewan (SASS)
P.O. Box 402
Saskatoon, Saskatchewan S7K 3L3
(306) 934-1022

DisAbleD Women's Network of Saskatchewan (DAWN)
702 Sangster Boulevard, Room 28
Regina, Saskatchewan S4R 8B6
(306) 569-0194

Immigrant Women of Saskatchewan
614B 10th Street East
Saskatoon, Saskatchewan S7H 0J9
(306) 244-5707

Aboriginal Women's Council of Saskatchewan
1311 Central Avenue, Suite 205
Prince Albert, Saskatchewan S6V 4W2
(306) 763-6005

Saskatchewan Treaty Indian Women's Council (STIWC)
Regina Safe Shelter
170 St. John's
Regina, Saskatchewan S4R 2V7
(306) 775-0489

YUKON

The Women's Directorate publishes *Family Violence: A Yukon Directory of Services and Resources*. For further information on services and resources in Yukon, contact the Advisory Council on Women's Issues.

Yukon Society of Transition Houses
See British Columbia/Yukon Society of Transition Houses
409 Granville Street, Suite 204
Vancouver, British Columbia V6C 1T2
(604) 669-6943

Yukon Advisory Council on Women's Issues
P.O. Box 3990
Whitehorse, Yukon Y1A 5M6
(403) 668-4156

Child Abuse Treatment Services
Family and Children Services
Whitehorse, Yukon
(403) 667-3002
Toll-free 1-800-661-0408
Yukon Crisis Line
Whitehorse, Yukon
(403) 668-9111

Kaushee's Place Transition Home
P.O. Box 4961
Whitehorse, Yukon Y1A 4S2
(403) 668-5733

Interdepartmental Working Group on Family
Violence
c/o Yukon Women's Directorate
Yukon Government
P.O. Box 2703
Whitehorse, Yukon Y1A 2C6
(403) 667-3026

Dawson Shelter
P.O. Box 784
Dawson City, Yukon Y0B 1G0
(403) 993-5086

Workers' Compensation Board
Whitehorse, Yukon
(403) 667-5645
Outside Whitehorse call the operator and ask for
Zenith 3003

- compensation for victims of crime, including
family violence.

Watson Lake Shelter
P.O. Box 3600
Watson Lake, Yukon Y0A 1C0
(403) 536-2221

Family Violence Prevention Unit
Department of Justice, Government of Yukon
P.O. Box 2703
Whitehorse, Yukon Y1A 2C6
(403) 667-5256



CANADIAN PANEL
ON VIOLENCE
AGAINST WOMEN



COMITÉ CANADIEN
SUR LA VIOLENCE
FAITE AUX FEMMES